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FACTS ABOUT NURSING 86-87

AMERICAN NURSES' ASSOCIATION

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Contents

Preface . . . . *xv*

1. Distribution and characteristics 1
   Supply of registered nurses 1
   Population of registered nurses 5
   Population of licensed practical and vocational nurses 14
   Comparisons 17

2. The educational system 20
   Educational status of the population 20
   Registered nurse education 26
   Registered nurses as students 49
   Licensed practical and vocational nurse education 61

3. Credentialing 65
   Licensure for registered nurses 65
   Licensure for practical and vocational nurses 74
   Examination data 79
   Certification 89
   Accreditation 93

4. Employment of nurses 97
   All employed nurses 97
   Hospitals 106
   Schools of nursing 136
   Other work settings 148

5. Salaries and benefits 154
   All settings 154
   Hospitals 160
   Nursing homes 174
   Health maintenance organizations 181
   Schools of nursing 184
   Other work settings 194

Index to tables 201

Tables

1.1. Estimated number of employed registered nurses and ratio to population, December 31, 1978–85 3

1.2. Estimated number of employed registered nurses, by highest educational preparation, December 31, 1978–85 3

1.3. Estimated number of employed registered nurses and ratio per 100,000 population, by highest educational preparation and state, December 31, 1985 4

1.4. Estimated number and percentage of registered nurses and ratio per 100,000 population, by employment status and state, November 1984 8

1.5. Estimated number and percentage of registered nurses, by employment status and region, November 1984 9

1.6. Estimated number and percentage of employed registered nurses, by full-time or part-time status and region, November 1984 . . . 9

1.7. Estimated number and percentage of registered nurses, by employment status and selected demographic characteristics, November 1984 10

1.8. Estimated number and percentage of registered nurses, by marital status and employment status, November 1984 11

1.9. Estimated number and percentage of registered nurses not employed in nursing and not seeking employment, by marital status and age group, November 1984 12

1.10. Estimated number and percentage of registered nurses who received their basic nursing educational preparation in a foreign country, by region, September 1977 and November 1980 and 1984 13

1.11. Professional nurses admitted as immigrants, by country of last permanent residence, fiscal years 1982 and 1984 13

1.12. Estimated number and percentage of licensed practical/vocational nurses, by employment status, November 1983 15

1.13. Estimated number and percentage of licensed practical/vocational nurses and ratio per 100,000 population, by employment status and state, November 1983 16

2.1. Estimated number and percentage of registered nurses who had post–high–school academic degrees before entering basic nursing education, by year of graduation from basic nursing education, November 1984 22

2.2. Estimated number and percentage of registered nurses who were licensed practical/vocational nurses, by year of graduation from basic nursing education, November 1984 22

2.3. Estimated number and percentage of registered nurses, by year of graduation from basic nursing education and type of basic nursing education, November 1984 23

2.4. Estimated number and percentage of registered nurses, by highest nursing-related education and type of basic nursing education, November 1984 24

2.5. Estimated number and percentage of registered nurses currently enrolled in nursing-related educational programs preparing for an academic degree, by financial resources used for tuition and fees and type of degree for which studying, November 1984 25

2.6. Number of schools, initial programs – R.N., total and average enrollment in the United States and outlying areas, October 15, 1976–85 30

2.7. Admissions, graduations, and enrollments in initial programs – R.N. in the United States and percentage change from previous year, 1975–76 to 1984–85 30

2.8. Admissions, graduations, and enrollments for graduate programs leading to an initial professional degree in nursing, 1975–76 to 1984–85 31

2.9. Number and percentage change from previous year of initial programs – R.N. in the United States and outlying areas, by type of program, October 15, 1976–85 32

2.10. Number of schools and initial programs – R.N. in the United States and outlying areas, by type of program and jurisdiction, October 15, 1985 33

2.11. Number of schools and initial programs – R.N. in the United States and outlying areas, by type of program and jurisdiction, October 15, 1984 34

2.12. Admissions of students to initial programs – R.N. in the United States and outlying areas, by type of program, academic years 1975–76 to 1984–85 35

2.13. Percentage change from previous year in admissions of students to initial programs – R.N. in the United States and outlying areas, by type of program, academic years 1975–76 to 1984–85 35

2.14. Students admitted to initial programs – R.N. in the United States and outlying areas, by type of program and jurisdiction, August 1, 1984–July 31, 1985 36

2.15. Students admitted to initial programs – R.N. in the United States and outlying areas, by type of program and jurisdiction, August 1, 1983–July 31, 1984 37

2.16. Enrollment in initial programs – R.N. in the United States and outlying areas, by type of program, 1976–85 38

2.17. Percentage change from previous year in enrollment of students in initial programs – R.N. in the United States and outlying areas, by type of program, 1976 to 1985 38

2.18. Enrollment as of October 15, 1978 to 1985 in initial programs – R.N. in the United States and outlying areas, by accreditation status and type of program, on succeeding January 1 39

2.19. Student enrollment in initial programs – R.N. in the United States and outlying areas, by type of program and jurisdiction, October 15, 1985 40

2.20. Student enrollment in initial programs – R.N. in the United States and outlying areas, by type of program and jurisdiction, October 15, 1984 41

2.21. Graduations of students from initial programs – R.N. in the United States and outlying areas, by type of program, 1975–76 to 1984–85 42

2.22. Percentage change from previous year graduations of students from initial programs – R.N. in the United States and outlying areas, by type of program, 1975–76 to 1984–85 42

2.23. Students graduating from initial programs – R.N. in the United States and outlying areas, by type of program and jurisdiction, August 1, 1984–July 31, 1985 43
2.24. Students graduating from initial programs – R.N. in the United States and outlying areas, by type of program and jurisdiction, August 1, 1983–July 31, 1984 44
2.25. Minority student admissions to initial programs – R.N. in the United States, by type of program, selected years 1977–78 to 1984–85 45
2.26. Minority student enrollments in initial programs – R.N. in the United States, by type of program, selected years 1978–85 46
2.27. Minority student graduations from initial programs – R.N. in the United States, by type of program, selected years 1977–78 to 1984–85 47
2.28. Male student admissions, graduations, and enrollments in initial programs – R.N. in the United States, by type of program, selected years 1977–78 to 1984–85 48
2.29. Registered nurse students enrolled in colleges and universities in the United States and outlying areas, by type of nursing program, fall 1976–85 53
2.30. Percentage change from previous year in registered nurse students enrolled in colleges and universities in the United States and outlying areas, by type of nursing program, fall 1976–85 53
2.31. Percentage change from previous year in full-time and part-time enrollments in baccalaureate and graduate programs in nursing, 1983–84 to 1986–87 54
2.32. Registered nurse students granted academic degrees in nursing in the United States and outlying areas, 1975–76 to 1984–85 54
2.33. Graduations from master's programs, by nursing focus and functional purpose of curriculum, academic years 1978–79 to 1984–85 55
2.34. Percentage distribution of racial/ethnic minority and male student graduations and enrollments in master's and doctoral programs in nursing in the United States, 1984 and 1985 55
2.35. Number of registered nurse students enrolled in and graduated from baccalaureate programs in nursing in the United States and outlying areas, by jurisdiction, 1984 and 1985 56
2.36. Number of registered nurse students enrolled in and graduated from master's programs in nursing in the United States and Puerto Rico, by jurisdiction, 1984 and 1985 57
2.37. Number of registered nurse students enrolled in and graduated from doctoral programs in nursing in the United States, by state, 1984 and 1985 58
2.38. Number of grant awards and graduates of research, clinical, and baccalaureate grant programs of ANA's Ethnic/Racial Minority Fellowship Programs, 1977–78 to 1986–87 59
2.39. Number of awards and amounts awarded in professional nurse traineeship program, 1977–86 59

2.40. National Institute of Mental Health trainee stipends in psychiatric nursing, by academic year of training, 1977–78 to 1986–87 . . . 60

2.41. Number of awards and funds obligated in the Veterans Administration health professional scholarship program, fiscal years 1982–86 . . . 60

2.42. Number of state-approved programs of practical and vocational nursing in the United States and outlying areas, October 15, 1975–84 . . . 61

2.43. Number of state-approved schools of practical and vocational nursing in the United States, by type of administrative control, October 15, 1982–84 . . . 62

2.44. Admissions, graduations, and enrollments in state-approved programs of practical and vocational nursing in the United States and outlying areas, academic years 1974–75 to 1983–84 . . . 62

2.45. Number of state-approved programs of practical and vocational nursing in the United States and outlying areas, by jurisdiction, October 15, 1982–84 . . . 63

2.46. Admissions, graduations, and enrollments in state-approved programs of practical and vocational nursing in the United States and outlying areas, by jurisdiction, academic year 1983–84 . . . 64

3.1. Requirements for licensure as a registered nurse, by jurisdiction, spring 1986 . . . 69

3.2. Licenses issued to registered nurses new in state or territory, by method of licensure and jurisdiction issuing license, 1984 and 1985 70

3.3. Licenses issued to registered nurses previously licensed in state or territory, by method of licensure and jurisdiction issuing license, 1984 and 1985 . . . 71

3.4. Licenses issued to registered nurses who graduated from foreign nursing programs, by jurisdiction issuing license, 1984 and 1985 72

3.5. Number of registered nurses licensed in each state or territory, as of December 31, 1984 and 1985 . . . 73

3.6. Requirements for licensure as a licensed practical/vocational nurse, by jurisdiction, spring 1986 . . . 75

3.7. Licenses issued to practical/vocational nurses new in state or territory, by method of licensure and jurisdiction issuing license, 1984 and 1985 . . . 76

3.8. Licenses issued to practical/vocational nurses previously licensed in state or territory, by method of licensure and jurisdiction issuing license, 1984 and 1985 . . . 77

3.9. Number of practical/vocational nurses licensed in each state or territory, 1984 and 1985 . . . 78

3.10. Registered nurse licensing examinations given by state and territorial boards, 1983–85 . . . 80

3.11. Registered nurse licensing examinations given by state and territorial boards for candidates educated in the United States or territories, 1985 . . . 81

3.12. Registered nurse licensing examinations given by state and territorial boards for candidates educated in the United States or territories, 1984 82
3.13. Registered nurse licensing examinations given by state and territorial boards for candidates not educated in the United States or territories, 1985 83
3.14. Registered nurse licensing examinations given by state and territorial boards for candidates not educated in the United States or territories, 1984 84
3.15. Examination results of foreign nurse graduates taking CGFNS examination for first time, October 1978–86 85
3.16. Graduates of nursing schools in 106 foreign countries tested by CGFNS, October 1978–86 85
3.17. Practical/vocational nurse licensing examinations given by state and territorial boards, 1983–85 86
3.18. Practical/vocational nurse licensing examinations given by state and territorial boards for candidates educated in the United States or territories, 1985 87
3.19. Practical/vocational nurse licensing examinations given by state and territorial boards for candidates educated in the United States or territories, 1984 88
3.20. Number of registered nurses certified in advanced practice, 1986 90
3.21. Number of registered nurses certified in selected areas, 1986 . . 92
3.22. Number and percentage of nursing programs accredited in the United States and outlying areas, 1976–85, on succeeding January 1 94
3.23. Accreditation status of initial programs – R.N. in the United States and outlying areas, January 1, 1986 95
3.24. Accreditation status of initial programs – R.N. in the United States and outlying areas, January 1, 1985 96
4.1. Estimated number and percentage of employed registered nurses, by field of employment and type of position, selected years 1977–84 101
4.2. Estimated number and percentage of registered nurses employed in nursing, by field of employment and type of position, November 1984 102
4.3. Estimated number and percentage of registered nurses employed in nursing, by highest nursing-related educational preparation and type of position, November 1984 103
4.4. Estimated number and percentage of employed licensed practical/vocational nurses, by field of employment and type of position, November 1983 104
4.5. Average annual unemployment rates for civilian workers and selected health occupations, 1977–86 105
4.6. Full-time equivalent nursing personnel in hospitals, 1977–85 . . . 113
4.7. Full-time equivalent nursing personnel in hospitals, by size of hospital, 1984 and 1985 113

4.8. Nursing personnel per 100 adjusted average daily census in all non-federal short-term general and other special hospitals, 1977–85 114

4.9. Nursing personnel per 100 adjusted average daily census in all non-federal short-term general and other special hospitals, by size of hospital, 1984 and 1985 115

4.10. Nursing personnel per 100 average daily census in non-federal hospitals, by type of hospital, 1985 116

4.11. Nursing personnel per 100 average daily census in non-federal hospitals, by type of hospital, 1984 118

4.12. Nursing personnel per 100 average daily census in federal hospitals, 1976–85 120

4.13. Nursing personnel per 100 average daily census in federal hospitals, 1985 121

4.14. Nursing personnel per 100 average daily census in federal hospitals, 1984 122

4.15. Number of hospitals and beds and average daily census, by hospital classification, 1984 and 1985 123

4.16. Number of hospitals and beds and average daily census in the United States, by region, 1984 and 1985 124

4.17. Number of full-time and part-time nurse practitioners employed in hospitals, by hospital classification, 1984 and 1985 125

4.18. Number of full-time and part-time nurse practitioners employed in hospitals, by region, 1984 and 1985 126

4.19. Number of full-time and part-time nurse practitioners employed in community hospitals, by state, 1984 and 1985 127

4.20. Number of full-time and part-time registered nurses employed in hospitals, by hospital classification, 1984 and 1985 128

4.21. Number of full-time and part-time registered nurses employed in hospitals, by region, 1984 and 1985 129

4.22. Number of full-time and part-time registered nurses employed in community hospitals, by state, 1984 and 1985 130

4.23. Number of full-time and part-time licensed practical and vocational nurses employed in hospitals, by hospital classification, 1984 and 1985 131

4.24. Number of full-time and part-time licensed practical and vocational nurses employed in hospitals, by region, 1984 and 1985 131

4.25. Number of full-time and part-time licensed practical and vocational nurses employed in community hospitals, by state, 1984 and 1985 132

4.26. Number of full-time and part-time ancillary nursing personnel employed in hospitals, by hospital classification, 1984 and 1985 133

4.27. Number of full-time and part-time ancillary nursing personnel employed in hospitals, by region, 1984 and 1985 133

4.28. Number of full-time and part-time ancillary nursing personnel employed in community hospitals, by state, 1984 and 1985 134

4.29. Labor-management contract coverage for salaries for selected registered nurse positions in non-federal hospitals in the United States, August 1985 135

4.30. Collective bargaining activities of state nurses' associations, December 1986 135

4.31. Estimated number of nurse faculty members in nursing education programs in the United States and outlying areas, January 1984 and 1986 138

4.32. Estimated number of full-time equivalent nurse faculty positions in nursing education programs in the United States and outlying areas, January 1984 and 1986 139

4.33. Highest earned credential of full-time and part-time nurse faculty in nursing education programs in the United States and outlying areas, January 1968–86 140

4.34. Highest earned credential of full-time and part-time nurse faculty in nursing education programs in the United States and outlying areas, by type of program, January 1984 and 1986 141

4.35. Highest earned credential of administrators of nursing education programs in the United States and outlying areas, January 1968–86 142

4.36. Highest earned credential of administrators of nursing education programs in the United States and outlying areas, by type of program, January 1984 and 1986 143

4.37. Percentage distribution of full-time and part-time nurse faculty and administrators in nursing education programs in the United States, by racial/ethnic background, January 1978–86 144

4.38. Full-time and part-time nurse faculty in nursing education programs in the United States, by racial/ethnic background, January 1986 145

4.39. Full-time and part-time nurse faculty in nursing education programs in the United States, by racial/ethnic background, January 1984 146

4.40. Male nurse faculty in nursing education programs in the United States, by employment status, January 1984 and 1986 147

4.41. Number and ratio per 100 beds of full-time equivalent nursing personnel, by selected nursing home characteristics, United States, 1985 149

4.42. Number of registered nurses employed in mental health facilities in the United States, by educational preparation, 1984 150

4.43. Blood services nursing, American Red Cross, 1984–85 and 1985–86 150

4.44. Nurse enrollment in American Red Cross chapters, nurses providing direct services in chapter activities, and paid nursing staff, 1984–85 and 1985–86 151

4.45. Disaster health service, American Red Cross, 1984–85 and 1985–86 151

4.46. Registered nurses serving in the military nurse corps, as of June 30, 1977–86 152

4.47. Registered nurses serving in the military reserve forces, as of September 30, 1986 152

4.48. Federal civilian registered nurses employed full time, by branch and agency, all areas, October 31, 1981, 1983, and 1985 153

5.1. Average annual earnings of registered nurses employed full time in their principal nursing position, by field of employment and type of position, November 1984 157

5.2. Average annual earnings of registered nurses employed full time, by type of position and highest educational preparation, November 1984 158

5.3. Average annual earnings of licensed practical/vocational nurses employed full time in their principal nursing position, by field of employment and type of position, November 1983 159

5.4. Average annual salary for nurses employed full time in staff positions as their principal nursing position 159

5.5. Number of registered nurses employed full time and average hourly earnings in non-federal hospitals, by metropolitan area, August 1985 164

5.6. Salaries of registered nurse employees in the United States, by type of institution and position, August 1986 165

5.7. Salaries of registered nurse employees in the United States, by type of institution and position, August 1985 166

5.8. Annual salary ranges of hospital-based staff nurses in selected major cities, 1985 and 1986 167

5.9. Salaries of licensed practical and vocational nurses in hospitals and medical schools in the United States, by type of institution, August 1985 and 1986 168

5.10. Number of licensed practical/vocational nurses and average hourly earnings in non-federal hospitals, by metropolitan area, August 1985 169

5.11. Number of nurses' aides and average hourly earnings in non-federal hospitals, by metropolitan area, August 1985 170

5.12. Percentage of employees with insurance and retirement provisions for full-time professional and technical employees in non-federal hospitals, by metropolitan area, August 1985 171

5.13. Percentage of employees with paid vacation provisions for full-time professional and technical employees in non-federal hospitals, by metropolitan area, August 1985 172

5.14. Percentage of employees with paid holiday provisions for full-time professional and technical employees in non-federal hospitals, by metropolitan area, August 1985 173

5.15. Number of registered nurses and average hourly earnings in non-government nursing and personal care facilities, by full-time and part-time status and metropolitan area, September 1985 175

5.16. Number of licensed practical/vocational nurses and average hourly earnings in non-government nursing and personal care facilities, by metropolitan area, September 1985 176

5.17. Number of nurses' aides and average hourly earnings in non-government nursing and personal care facilities, by metropolitan area, September 1985 177

5.18. Percentage of employees with insurance and retirement provisions for full-time professional and technical employees in non-government nursing and personal care facilities, by metropolitan area, September 1985 178

5.19. Percentage of employees with paid vacation provisions for full-time professional and technical employees in non-government nursing and personal care facilities, by metropolitan area, September 1985 179

5.20. Percentage of employees with paid holiday provisions for full-time professional and technical employees in non-government nursing and personal care facilities, by metropolitan area, September 1985 180

5.21. Maximum, mean, and minimum salaries for registered nurses, by type of position in health maintenance organizations, January 1982–86 182

5.22. Mean annual salary of registered nurses in health maintenance organizations, by type of position and region, January 1985 and 1986 182

5.23. Mean annual salary of registered nurses in health maintenance organizations, by size of membership in plan, January 1985 and 1986 183

5.24. Mean annual salary of nursing faculty in AACN member schools, by highest education, academic rank, institutional control, and region, academic year 1986–87 186

5.25. Mean annual salary of nursing faculty in AACN member schools, by highest education, academic rank, institutional control, and region, academic year 1985–86 187

5.26. Median annual salary of deans of nursing programs in AACN member schools, by selected variables, 1985–86 and 1986–87 . . 188

5.27. Mean annual salary of full-time faculty and administrators in associate-degree nursing programs, by rank, highest credential, and region, 1985–86 189

5.28. Mean annual salary of full-time faculty and administrators in associate-degree nursing programs, by rank, highest credential, and region, 1983–84 190

5.29. Mean annual salary of full-time faculty and administrators in diploma nursing programs, by rank, highest credential, and region, 1985–86 191

5.30. Mean annual salary of full-time faculty and administrators in diploma nursing programs, by rank, highest credential, and region, 1983–84 192

5.31. Mean annual salary of full-time faculty and administrators in practical and vocational nursing programs, by rank, highest credential, and region, 1985–86 193

5.32. Average weekly earnings of industrial registered nurses in metropolitan areas, by region, July 1977–85 195

5.33. Number and average annual salary of registered nurses employed full time by the federal government according to the general schedule, March 1985 and 1986 195

5.34. Mean of mean salaries paid by school systems to public school nurses, by geographic region, 1981–82, 1983–84, and 1985–86 school years 196
5.35. Salary schedules for nurses employed by U.S. Postal Service, 1984–86 196
5.36. Salary schedules for nurses employed by Veterans Administration, 1985–87 197
5.37. Salary schedules for nurse anesthetists employed by Veterans Administration, 1985–87 197
5.38. Salary schedules for nurses in Navy Nurse Corps, October 1984–86 198
5.39. Salary schedules for nurses in Army Nurse Corps, March 1985 and 1986 198
5.40. Salary schedules for nurses in Air Force Nurse Corps, October 1984–86 199

Figures

1. Estimates of the population and supply of registered nurses, 1977–85 18
2. Number of employed licensed practical/vocational nurses (November 1983) and registered nurses (November 1984) per 100,000 population, by geographic region of the United States 19
3. Graduations of students from initial programs – R.N. in the United States and outlying areas, by type of program, 1975–76 to 1984–85 29
4. Registered nurse students granted academic degrees in nursing in the United States and outlying areas, 1975–76 to 1984–85 50
5. Estimated percentage of employed registered nurses (November 1984) and licensed practical/vocational nurses (November 1983), by field of employment 100
6. Number of full-time equivalent licensed practical/vocational nurses and registered nurses employed in hospitals, 1977–85 107
7. Number of full-time equivalent licensed practical/vocational nurses and registered nurses per 100 adjusted average daily census in all non-federal short-term general and other special hospitals, 1977–85 109
8. Average annual earnings of all registered nurses employed full time in their principal nursing position, by field of employment, 1977, 1980, and 1984 155
9. Average annual starting and maximum salaries of staff nurses in hospitals, medical schools, and medical centers combined, 1976–86 162

Preface

Facts About Nursing 86–87 is the 38th edition of this publication, which brings together in one volume data about nurses from a wide variety of sources. The major contributors were the Division of Nursing, Bureau of Health Professions, U.S. Department of Health and Human Services; the National League for Nursing; the National Council of State Boards of Nursing; and the American Hospital Association. These contributors and many others responded promptly to requests for data and clarifications. Their cooperation made this volume possible.

The material in *Facts About Nursing* was reorganized for the 1986–87 edition, and some sections that appeared in previous volumes were eliminated. The sections eliminated contained related health information about facilities, other health personnel, and nursing associations. The resulting edition contains data about nurses alone. Chapter 1 describes both the supply and the population of registered nurses and licensed practical and vocational nurses, and includes demographic information on registered nurses. Chapter 2 provides information about the educational system in nursing. Chapter 3, on credentialing in nursing, includes data on licensure, certification, and accreditation. Employed nurses are the subject of Chapter 4; included is information on nursing personnel by field of employment and position title. Salary and benefits for employed nursing personnel are considered in Chapter 5.

In bringing together data from many sources, some inconsistencies were found among and within the various sources. Some of these inconsistencies were investigated and resolved. In other cases, lack of time and resources forced acceptance and publication of information from different sources that did not appear to be completely consistent with each other. The problems occurred more frequently in data presented by state or jurisdiction. If in the interpretation of state-level data problems arise, the reader is urged to check with the source of the information and verify the data needed.

Credit for production of this book is shared by many persons: Carol Johnson, who identified sources, obtained the data, and prepared most of the tables; Jean Pinkston, who typed the first drafts of most of the tables; Verla Baker, who typed the final manuscript; Don Todd, who helped assemble and proofread the final tables; James Galliher, Richard McKibbin, and Rita Rupp, who edited and corrected the narrative; and Barbara Lane, who drafted, corrected, and proofread tables for accuracy and consistency and kept us on track throughout the process. In addition, the support and assistance of Margaret Irminger in all stages of the publication are appreciated.

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1. Distribution and characteristics

"How many nurses are there?" is one of the most frequently asked questions about nurses. This chapter provides answers to that and related questions. Questions about the number of nurses who are employed, about their education and their demographic characteristics (such as age, race, sex, and geographic distribution) are answered. The source of this information—the basic source of all summary data on the nurse population in the United States—is a series of sample surveys conducted by the Division of Nursing, Bureau of Health Professions, U.S. Department of Health and Human Services.

The national sample surveys collect a wide range of information directly from the individual nurse. Questions about employment and education, as well as personal characteristics, are included. Demographic information from those surveys is presented in this chapter. National sample surveys of registered nurses were conducted in 1977, 1980, and 1984. A similar survey of licensed practical and vocational nurses was conducted in 1983.

The population for the 1984 registered nurse survey consisted of all registered nurses possessing a current license to practice nursing in any of the 50 states or the District of Columbia between August and November 1984. Samples were selected from the registration files of the individual state boards of nursing. Nurses who held licenses in more than one state were deleted from all but one state. Surveys were mailed to the nurses in the sample. The final response rate for the survey was 80.0 percent. For a detailed description of the survey methodology, see the source publication referenced in Table 1.4.

In the period between sample surveys, the Division of Nursing uses the results of the most recent sample survey and annual data on graduations and new licenses to generate estimates of the supply of registered nurses and some characteristics of that supply.

Supply of registered nurses

In economic terms, *supply* generally refers to the number of persons willing to work (those working plus those actively searching for work). However, in nursing, *supply* generally refers to the number of nurses actually employed in nursing at a particular time. Supply can be defined in this way because historically nurses have been fully employed. That is, any nurse who wants to work can find a job. Therefore, the supply of nurses is considered to be the same as the population of employed registered nurses. In Table 1.1, the annual estimates of the supply of nurses from 1978 to 1985 are given. It can be seen that the supply of nurses increased by 36.3 percent in that period. At the same time, because the number of nurses increased faster than the population as a whole, the ratio of nurses per 100,000 population increased.

This table also indicates the number of employed nurses converted to full-time equivalent employees. Since some nurses work on a part-time basis, this number more accurately represents the available nurse supply. To calculate full-time equivalents, the number of nurses who work full time is added to one-half the number who work part time. The ratio of full-time equivalent nurses per 100,000 population, also shown in this table, increased consistently over the eight-year period.

In 1985, the number of nurses employed was 1,531,200. The number of nurses per 100,000 population was 641. Both the number of nurses working and the number of nurses per 100,000 population were at an all-time high in 1985.

The full-time equivalent supply indirectly provides data on the percentage of the supply working part time. The percentage (not shown in the table) changed very little from 1977 to 1985, rising from 32 percent in 1977 to 34 percent in 1985.

The highest educational preparation of the one and a half million nurses employed in 1985 is given in Table 1.2 along with trend data for the years 1978 to 1985. The highest educational preparation of the employed nurse population changed slowly but consistently during this period. The percentage of nurses with a baccalaureate as their highest education increased slowly, to 27.4 percent in 1985; the percentage with either a diploma in nursing or an associate degree decreased slightly; and both the number and the percentage with a master's degree or higher education increased consistently. Of the nurses employed in 1985, more than one million, or 66 percent, had an associate degree or a diploma as their highest educational preparation. In terms of numbers, however, those with an associate degree or a diploma increased by approximately 200,000 (about 20 percent), whereas those with a baccalaureate or higher degree almost doubled.

The supply of nurses in each state for 1985 is presented in Table 1.3. These figures are estimates and are rounded to the nearest 100 for each state.

There was considerable variation among the states, not only in the total number of nurses but also in the ratio of nurses per 100,000 population. The ratio for the total United States was 641. However, regional ratios varied from a high of 972 in the New England states to a low of 445 in the West South Central states. This variability was attributable to differences in the number of institutions that employed nurses in the various regions and to the differences in nurse staffing patterns among regions. The ratio of registered nurses in a state or region with more acute-care institutions was higher than the ratio in a state with a small number of institutions employing nurses. In addition, staffing patterns in the southern regions were such that the ratios of registered nurses to average daily census were smaller. Staffing patterns and numbers of institutions by region and state are presented in Chapter 4.

The variability in highest educational preparation in the supply of nurses among both regions and states was considerable. Among the regions, the West South Central and Mountain regions had the highest proportions (39 percent) of nurses with a baccalaureate or higher degree. In the Pacific region, 37 percent had a baccalaureate or higher degree; in the six other regions, the proportions were only 30 to 33 percent. The Pacific region had the highest percentage of nurses prepared with a master's degree or above.

Table 1.1. Estimated Number of Employed Registered Nurses and Ratio to Population, December 31, 1978–85

Year	*Resident population (in thousands)*	*Number of nurses in practice*		*Nurses per 100,000 population*	*Full-time equivalent per 100,000 population*
		Total nurses	*Full-time equivalent*		
1985	238,740	1,531,200	1,271,400	641	533
1984	236,158	1,485,700	1,234,900	629	523
1983[1]	234,284	1,436,100	1,202,600	613	513
1982[1]	231,996	1,379,300	1,155,700	595	498
1981[1]	229,637	1,326,700	1,112,700	578	485
1980[1]	227,255	1,272,900	1,068,000	560	470
1979	224,567	1,199,700	1,003,600	534	447
1978	222,095	1,123,200	944,000	506	425

[1] Revised.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Division of Nursing. Unpublished data, 1987.

Table 1.2. Estimated Number of Employed Registered Nurses, by Highest Educational Preparation, December 31, 1978–85

Year	*Total*[1]	*Highest educational preparation*					
		Associate degree and diploma		*Baccalaureate*		*Master's degree and above*	
		Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*
1985	1,531,200	1,016,700	66.4	419,200	27.4	95,300	6.2
1984	1,485,700	997,200	67.1	397,600	26.8	90,900	6.1
1983[2]	1,436,100	980,400	68.3	372,700	26.0	83,000	5.8
1982[2]	1,379,300	955,700	69.3	345,700	25.1	77,900	5.6
1981[2]	1,326,700	932,700	70.3	321,100	24.2	73,000	5.5
1980	1,272,900	908,300	71.4	297,300	23.4	67,300	5.3
1979	1,199,700	890,500	74.2	254,400	21.2	54,800	4.6
1978	1,123,200	846,200	75.3	227,100	20.2	49,900	4.4

[1] Detail may not add to totals because of rounding.
[2] Revised.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Division of Nursing. Unpublished data, 1987.

Table 1.3. Estimated Number[1] of Employed Registered Nurses and Ratio per 100,000 Population, by Highest Educational Preparation and State, December 31, 1985

State and region	*Total*	*Highest educational preparation*			*Employed nurses per 100,000 population*[2]
		Associate degree and diploma	*Baccalaureate*	*Master's degree and above*	
United States, total	*1,531,200*	*1,016,670*	*419,210*	*95,310*	*641*
New England	*123,000*	*83,860*	*31,280*	*7,930*	*972*
Connecticut	27,100	18,470	7,430	1,190	853
Maine	8,700	6,440	1,780	530	751
Massachusetts	64,600	43,730	15,780	5,100	1,109
New Hampshire	8,600	6,020	2,440	170	865
Rhode Island	9,100	5,610	2,680	770	935
Vermont	4,900	3,590	1,170	170	920
Middle Atlantic	*278,600*	*186,570*	*73,100*	*18,850*	*749*
New Jersey	53,900	36,910	14,400	2,550	712
New York	131,400	82,160	38,800	10,440	739
Pennsylvania	93,300	67,500	19,900	5,860	787
South Atlantic	*235,700*	*160,890*	*60,090*	*14,620*	*586*
Delaware	4,800	3,490	970	360	773
District of Columbia	9,100	4,130	3,370	1,610	1,455
Florida	71,400	51,400	16,900	3,060	628
Georgia	29,000	18,960	7,580	2,500	486
Maryland	33,500	21,380	9,280	2,800	762
North Carolina	33,000	23,370	8,080	1,490	527
South Carolina	14,400	9,910	3,440	1,060	431
Virginia	29,800	19,750	8,700	1,280	521
West Virginia	10,700	8,500	1,770	460	554
East South Central	*75,600*	*51,540*	*19,170*	*4,920*	*500*
Alabama	20,600	13,000	6,380	1,270	512
Kentucky	17,600	12,950	3,660	980	472
Mississippi	11,100	7,520	3,030	590	426
Tennessee	26,300	18,070	6,100	2,080	551
West South Central	*117,900*	*72,430*	*39,410*	*6,160*	*445*
Arkansas	10,400	7,820	2,240	370	442
Louisiana	17,600	10,700	6,080	850	394
Oklahoma	13,800	9,140	3,850	820	418
Texas	76,100	44,770	27,240	4,120	465
East North Central	*286,500*	*193,810*	*76,460*	*16,330*	*688*
Illinois	81,100	55,800	20,190	5,120	703
Indiana	34,200	22,780	9,100	2,370	623
Michigan	58,800	37,660	16,790	4,360	647
Ohio	78,400	57,000	18,700	2,750	730
Wisconsin	34,000	20,570	11,680	1,730	712
West North Central	*129,200*	*90,120*	*33,090*	*6,100*	*737*
Iowa	24,100	17,720	5,480	930	837
Kansas	16,700	10,650	4,980	1,050	681
Minnesota	33,700	22,850	8,960	1,840	803
Missouri	32,500	22,960	8,130	1,440	647
Nebraska	11,400	8,260	2,500	680	713
North Dakota	5,600	3,880	1,650	120	824
South Dakota	5,200	3,800	1,390	40	738
Mountain	*75,900*	*45,860*	*25,330*	*4,700*	*593*
Arizona	19,600	11,940	6,110	1,530	614
Colorado	22,300	13,050	7,990	1,260	690
Idaho	5,500	4,030	1,230	220	544
Montana	5,100	2,980	1,810	290	616
Nevada	5,100	3,250	1,560	310	547
New Mexico	7,900	4,510	2,940	500	548
Utah	7,600	4,520	2,620	410	459
Wyoming	2,800	1,580	1,070	180	457
Pacific	*208,600*	*131,670*	*61,290*	*15,770*	*596*
Alaska	3,400	1,970	1,300	150	658
California	148,500	94,350	42,840	11,340	563
Hawaii	6,900	4,210	2,280	440	657
Oregon	18,800	12,480	5,640	720	701
Washington	31,000	18,660	9,230	3,120	703

[1] Estimated numbers may not add to totals because of rounding.

[2] Population data based on estimates of resident population as of July 1, 1985. U.S. Department of Commerce, Bureau of the Census, *State Population and Household Estimates to 1985*, Series P-25, No. 998, December 1986.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Division of Nursing. Unpublished data, 1987.

Population of registered nurses

The population of registered nurses in the United States was described most recently in the November 1984 sample survey. That and earlier sample surveys provided data not only on employed registered nurses but also on registered nurses who were licensed but not employed in nursing. The "Total" column in Table 1.4 represents the number of nurses in a state who were employed in that state or who lived in that state if not employed in nursing. In 1984, the population of registered nurses was slightly under 1.9 million; nearly 1.5 million of that number were employed in nursing. The percentage of nurses employed in nursing — the activity rate — for 1984 in the United States was 78.7 percent. The numbers in the column "Employed in nursing" represent the supply of nurses in each state for November 1984. The percentage employed in nursing in the individual states ranged from a low of 69 percent in New Hampshire to a high of 93.6 percent in the District of Columbia.

These same data are presented for nine regions in Table 1.5. The variability in the activity rates is apparent at the regional level. The activity rates varied from a low of 75.5 percent in the Middle Atlantic region to a high of 84.7 percent in the East South Central region. When the figures in the "Total" column, representing the 1984 supply of nurses in each region, are compared with the 1985 figures in Table 1.3, the percentage increase (not shown in the table) is also seen to be highly variable. The Middle Atlantic region showed the smallest percentage increase, less than 1 percent. The East South Central, Mountain, and Pacific regions showed increases of more than 4 percent each.

In Table 1.6, the number of nurses working full time and part time in November 1984 are provided by region. The number varied depending on the region of the United States. The New England region had the smallest percentage of nurses (55.8 percent) who worked full time; the East South Central region had the highest (80.1 percent). The percentages of nurses working full time were higher in the three southern regions than in any of the other regions.

A profile of the registered nurse population is given by selected demographic characteristics in Table 1.7. In the first section of the table, the racial/ethnic background of the registered nurse population is presented. The percentage of minority nurses increased 1 percent, from 7.2 percent to 8.2 percent, in the period between the 1980 and 1984 sample surveys. The increase was spread across all minority groups, although the Asian group had the highest percentage increase, from 2.0 percent in 1980 to 2.6 in 1984. The percentage of minority nurses employed in nursing was 90.3 percent (this can be calculated from data in the table) and was higher than the percentage of non-minority nurses employed in nursing.

The nursing profession was still overwhelmingly female: 97 percent of the total nurse population and 96.7 percent of employed nurses. Male nurses were more likely to be employed; 86.8 percent of male nurses were employed in nursing, as compared with only 78.5 percent of female nurses employed in nursing. The percentage of male registered nurses in the total nurse population increased slightly, from 2.7 percent in 1980 to 3.0 percent in 1984.

The distribution of nurses by age changed during this period; the population of registered nurses was slightly older in 1984 than in 1980. The median age increased from 38.4 to 39.0 for the total population. The percentage of nurses in each age category over the age of 30 increased; in each category under the age of 30, it decreased.

The activity rate curve, which can be defined as the percentage employed in nursing in each age category, shows that 28 percent of the "not employed in nursing" group were age 60 or older. Of the population 65 and older, 23.7 percent were employed in nursing, as compared with 94.9 percent of the under-25 age group. The percentage employed decreased slowly after age 25. As expected, large decreases in labor force participation among nurses occurred after age 55. In the 55–59 age group, 69.8 percent were employed in nursing; only 53.3 percent of the 60–64 group were so employed. This activity curve is typical of activity rate trends in the general population. The 1984 activity curve differed from the activity curve across age groups in earlier sample surveys, which showed decreases during the childbearing years and a subsequent increase in activity rates when the nurses re-entered the work force.

The number of nurses and activity rates for nurses by marital status and by number of children are presented in Table 1.8. The majority of nurses were both married and employed in nursing. Nurses who were married with children age six and over only or with no children in the home were more likely than nurses in the other categories of married nurses to be employed in nursing full time. Nurses who had never married or were in the widowed, divorced, or separated category showed the highest rate of both working and working full time. The proportion of nurses in the never-married category working full time was 78.2 percent; in the widowed, divorced or separated category, it was 64.0 percent.

The percentages of nurses in each marital status category who were not employed in nursing varied from a low of 11 percent in the never-married category to a high of 28.2 percent in the married-with-no-children-at-home category. In each of the married-with-children categories, only around 20 percent of the nurses were not employed in nursing. However, the percentages of nurses in those groups who were working part time were much higher than the percentages of the married-with-no-children and not-married groups.

The 21.3 percent of the total nursing population who in November 1984 were not employed in nursing are described by marital status and age group in Table 1.9. The age distribution for this group of nurses shows that these nurses were older; 46.9 percent were in the 55-and-older age groups. The distribution shows a slight increase in the number of nurses in the 30–39 age group who were not working and were married. Most of the nurses in the never-married and widowed, divorced, or separated categories who were not working were 60 years old or older.

Foreign-educated nurses. Each year a small number of nurses who received their basic nursing education in a foreign country are admitted to the United States, where they pass the licensure examination and receive their license as registered nurses. These nurses are described because they are an addition to the population and supply of nurses, but they are not included in the educational statistics in Chapter 2. Information on the states in which foreign-educated nurses are licensed is included in Chapter 3.

The total number of foreign-educated nurses in the population from the three sample surveys is given in Table 1.10 by regions of the United States. From 1977 to 1984, the total number increased by about 20,000 nurses, about 40 percent. The regions with the most foreign-educated nurses were those with the largest number of nurses, the Middle Atlantic, East North Central, and Pacific regions.

In Table 1.11, the countries of previous residence of nurses admitted to the United States as immigrants in 1982 and 1984 because they were nurses are given. Nurses admitted on other types of visas may have been licensed, but they are not included in these totals. The number of nurses admitted as immigrants decreased slightly from 1982 to 1984. The biggest proportion of these nurses came from Asia, and a large share of the Asian nurses were from the Philippines.

Table 1.4. Estimated Number and Percentage of Registered Nurses[1] and Ratio per 100,000 Population, by Employment Status and State, November 1984

State	*Total number*	*Employment status*				*Employed nurses per 100,000 population*
		Employed in nursing		*Not employed in nursing*		
		Number	*Percent*	*Number*	*Percent*	
United States, total	*1,887,697*	*1,485,725*	*78.7*	*401,971*	*21.3*	*629*
Alabama	24,329	19,750	81.2	4,578	18.8	495
Alaska	4,018	3,256	81.0	762	19.0	651
Arizona	25,875	19,015	73.5	6,860	26.5	623
Arkansas	12,576	10,258	81.6	2,318	18.4	437
California	176,601	141,834	80.3	34,767	19.7	554
Colorado	29,469	21,212	72.0	8,258	28.0	667
Connecticut	35,508	26,407	74.4	9,101	25.6	837
Delaware	5,476	4,423	80.8	1,054	19.2	722
District of Columbia	10,114	9,465	93.6	649	6.4	1,519
Florida	86,816	67,722	78.0	19,094	22.0	617
Georgia	36,304	29,365	80.9	6,939	19.1	503
Hawaii	8,569	6,462	75.4	2,107	24.6	622
Idaho	6,389	5,039	78.9	1,349	21.1	503
Illinois	99,290	80,564	81.1	18,726	18.9	700
Indiana	39,383	32,240	81.9	7,143	18.1	586
Iowa	28,609	23,704	82.9	4,905	17.1	815
Kansas	19,608	15,943	81.3	3,665	18.7	664
Kentucky	19,332	16,799	86.9	2,533	13.1	451
Louisiana	21,603	17,372	80.4	4,232	19.6	389
Maine	11,360	8,453	74.4	2,906	25.6	731
Maryland	38,796	31,565	81.4	7,231	18.6	726
Massachusetts	82,880	63,540	76.7	19,340	23.3	1,096
Michigan	73,114	56,449	77.2	16,665	22.8	622
Minnesota	37,950	32,229	84.9	5,721	15.1	774
Mississippi	13,275	10,577	79.7	2,698	20.3	407
Missouri	36,784	31,866	86.6	4,918	13.4	636
Montana	6,942	5,260	75.8	1,682	24.2	638
Nebraska	13,437	11,094	82.6	2,342	17.4	691
Nevada	5,878	4,849	82.5	1,029	17.5	532
New Hampshire	11,627	8,024	69.0	3,603	31.0	821
New Jersey	72,255	52,493	72.6	19,763	27.4	699
New Mexico	8,846	7,255	82.0	1,591	18.0	509
New York	167,653	133,310	79.5	34,343	20.5	752
North Carolina	40,541	32,460	80.1	8,081	19.9	527
North Dakota	6,404	5,637	88.0	767	12.0	822
Ohio	93,836	75,676	80.6	18,160	19.4	704
Oklahoma	17,143	13,569	79.2	3,574	20.8	411
Oregon	22,097	18,081	81.8	4,016	18.2	676
Pennsylvania	127,239	91,238	71.7	36,001	28.3	767
Rhode Island	10,934	8,851	80.9	2,083	19.1	920
South Carolina	18,049	13,761	76.2	4,289	23.8	417
South Dakota	6,505	5,164	79.4	1,340	20.6	731
Tennessee	28,589	25,302	88.5	3,287	11.5	536
Texas	94,339	72,320	76.7	22,020	23.3	452
Utah	8,697	7,151	82.2	1,546	17.8	433
Vermont	5,735	4,639	80.9	1,096	19.1	875
Virginia	40,222	28,477	70.8	11,745	29.2	505
Washington	40,412	30,100	74.5	10,312	25.5	692
West Virginia	13,538	10,485	77.4	3,052	22.5	537
Wisconsin	39,579	32,351	81.7	7,229	18.3	679
Wyoming	3,167	2,667	84.2	501	15.8	522

[1] Includes only registered nurses actively licensed in November 1984 who worked in the United States if employed in nursing or lived in the United States if not employed in nursing.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing. *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984,* June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938.

Table 1.5. Estimated Number and Percentage of Registered Nurses,[1] by Employment Status and Region,[2] November 1984

Region	*Total*	*Employed in nursing*		*Not employed in nursing*	
		Number	*Percent*	*Number*	*Percent*
United States	*1,887,697*	*1,485,725*	*78.7*	*401,971*	*21.3*
New England	158,044	119,914	75.9	38,130	24.1
Middle Atlantic	367,147	277,040	75.5	90,107	24.5
South Atlantic	289,857	227,724	78.6	62,133	21.4
East South Central	85,526	72,429	84.7	13,096	15.3
West South Central	145,661	113,518	77.9	32,143	22.1
East North Central	345,202	277,280	80.3	67,922	19.7
West North Central	149,298	125,639	84.2	23,659	15.8
Mountain	95,264	72,448	76.0	22,817	24.0
Pacific	251,697	199,734	79.4	51,964	20.6

[1] Includes only registered nurses actively licensed in November 1984 who worked in the United States if employed in nursing or lived in the United States if not employed in nursing.

[2] Region of employment if employed in nursing or region of residence if not employed in nursing. For states in each region, see Table 1.3.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984*, June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938.

Table 1.6. Estimated Number and Percentage of Employed Registered Nurses,[1] by Full-time or Part-time Status and Region,[2] November 1984

Region	*Total*[3]	*Full time*		*Part time*		*Employed nurses per 100,000 population*
		Number	*Percent*	*Number*	*Percent*	
United States	*1,485,725*	*984,330*	*66.3*	*501,091*	*33.7*	629
New England	119,914	66,940	55.8	52,840	44.1	953
Middle Atlantic	277,040	183,897	66.4	93,036	33.6	746
South Atlantic	227,724	166,590	73.2	61,134	26.8	577
East South Central	72,429	58,019	80.1	14,411	19.9	482
West South Central	113,518	89,166	78.5	24,341	21.4	435
East North Central	277,280	174,278	62.9	102,975	37.1	667
West North Central	125,639	76,557	60.9	49,064	39.1	717
Mountain	72,448	45,303	62.5	27,137	37.5	577
Pacific	199,734	123,580	61.9	76,154	38.1	584

[1] Includes only registered nurses actively licensed in November 1984 who worked in the United States.

[2] For states in each region, see Table 1.3.

[3] Includes an estimated 304 registered nurses who did not report full-time or part-time employment.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984*, June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938.

Table 1.7. Estimated Number and Percentage of Registered Nurses,[1] by Employment Status and Selected Demographic Characteristics, November 1984

Demographic characteristics	*Total*		*Employment status*			
			Employed in nursing		*Not employed in nursing*	
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*
Total	*1,887,697*	*100.0*	*1,485,725*	*100.0*	*401,971*	*100.0*
Racial/ethnic background						
Non-minority	1,705,393	90.3	1,329,118	89.5	376,274	93.6
Minority	155,390	8.2	140,374	9.4	15,016	3.7
Black	74,024	3.9	67,175	4.5	6,849	1.7
Asian	49,173	2.6	44,813	3.0	4,359	1.1
Hispanic	26,045	1.4	23,390	1.6	2,655	0.7
American Indian/Alaskan Native	6,148	0.3	4,996	0.3	1,152	0.3
Not reported	26,914	1.4	16,233	1.1	10,681	2.7
Sex						
Female	1,830,498	97.0	1,436,067	96.7	394,431	98.1
Male	57,199	3.0	49,658	3.3	7,541	1.9
Age group						
Under 25	90,074	4.8	85,517	5.8	4,557	1.1
25–29	287,080	15.2	261,554	17.6	25,525	6.3
30–34	338,032	17.9	286,250	19.3	51,783	12.9
35–39	261,868	13.9	215,515	14.5	46,353	11.5
40–44	222,619	11.8	182,819	12.3	39,800	9.9
45–49	179,520	9.5	144,969	9.8	34,550	8.6
50–54	151,080	8.0	117,083	7.9	33,997	8.5
55–59	131,543	7.0	91,877	6.2	39,666	9.9
60–64	105,034	5.6	56,000	3.8	49,034	12.2
65 years and over	83,269	4.4	19,731	1.3	63,538	15.8
Not reported	37,577	2.0	24,410	1.6	13,168	3.3
Median age	39.0		37.3		49.0	

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[1] Includes only registered nurses actively licensed in November 1984 who worked in the United States if employed in nursing or lived in the United States if not employed in nursing.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984*, June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938.

Table 1.10. Estimated Number and Percentage of Registered Nurses[1] Who Received Their Basic Nursing Educational Preparation in a Foreign Country, by Region,[2] September 1977 and November 1980 and 1984

Region	*1984*		*1980*		*1977*	
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*
Total	*73,423*	*100.0*	*59,935*	*100.0*	*52,436*	*100.0*
New England	2,371	3.2	2,324	3.9	1,951	3.7
Middle Atlantic	17,961	24.5	16,489	27.5	14,739	28.1
East North Central	12,385	16.9	9,754	16.3	8,897	17.0
West North Central	1,229	1.7	1,380	2.3	1,133	2.2
South Atlantic	9,631	13.1	7,147	11.9	6,089	11.6
East South Central	573	0.8	527	0.9	267	0.5
West South Central	8,124	11.1	4,066	6.8	3,757	7.2
Mountain	2,066	2.8	1,507	2.5	1,719	3.3
Pacific	19,081	26.0	16,742	27.9	13,884	26.5

[1] Includes only registered nurses actively licensed in September 1977 and November 1980 and 1984 who worked in the United States if employed in nursing or lived in the United States if not employed in nursing.

[2] For states in each region, see Table 1.3.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing. "National Sample Survey of Registered Nurses III: November 1984." Unpublished data. 1986, and previous surveys.

Table 1.11. Professional Nurses Admitted as Immigrants,[1] by Country of Last Permanent Residence, Fiscal Years 1982 and 1984

Country of last permanent residence	*1984*	*1982*
Total	*3,648*	*4,701*
Europe	*614*	*735*
Germany	96	128
Ireland	36	30
United Kingdom	328	380
Other	154	197
Asia	*1,994*	*2,716*
Taiwan	72	83
India	162	429
Korea	111	171
Philippines	1,393	1,685
Thailand	18	32
Other	238	316
Africa	*100*	*97*
Oceania	*70*	*66*
North and Central America	*776*	*977*
Canada	380	456
Jamaica	158	186
Trinidad and Tobago	14	26
Other	224	309
South America	*94*	*110*
Guyana	38	67
Other	56	43

[1] Permanent resident aliens.

SOURCE: U.S. Department of Health and Human Services, Public Health Service, Health Resources and Services Administration, Bureau of Health Professions, *Fifth Report to the President and Congress on the Status of Health Personnel in the United States*, DHHS Publication No. HRS-P-OD-86-1, 1986.

Population of licensed practical and vocational nurses

The most recent data on the licensed practical and vocational nurse population were collected in the November 1983 sample survey. Because detailed results of that survey were provided in *Facts About Nursing 84-85*, only two tables are included in this chapter. They provide basic information about the number of licensed practical and vocational nurses. The activity rate for licensed practical and vocational nurses in November 1983 was 69 percent (Table 1.12). That is, 69 percent of these nurses were employed as a licensed practical or vocational nurse. Fifty percent of the population were employed full time, a little under 17 percent were employed part time, and 2.1 percent did not report whether they worked full time or part time. Of the other 31 percent, 20.4 percent were not employed. The remaining 10 percent were employed in several other categories such as registered nurse employment, health-related occupations, and non-health-related occupations.

Estimates of the number of licensed practical and vocational nurses in each state and the percentages within that state who were employed are shown in Table 1.13. The activity rates varied considerably among states. Alaska, with 55.5 percent, had the lowest proportion of licensed practical and vocational nurses employed in those job categories; Kansas, with 80.4 percent, had the highest. The ratio of employed licensed practical and vocational nurses per 100,000 population also varied considerably by state and region. The lowest ratios were in the Mountain and Pacific regions; the highest ratios were in three of the four central regions. The East North Central region was the exception with a ratio of 229 nurses per 10,000 population; the three other regions in the central area had ratios of 274, 278, and 280, the highest of all the regions.

Table 1.12. Estimated Number and Percentage of Licensed Practical/Vocational Nurses,[1] by Employment Status, November 1983

Employment status	*Number*	*Percent*
Total	*781,506*	*100.0*
Employed as LPN/LVN	*539,463*	*69.0*
Full time	391,847	50.1
Part time	131,444	16.8
Full/part time not reported	16,173	2.1
Not employed as LPN/LVN	*242,042*	*31.0*
Registered nurse employment	28,640	3.7
Full time	23,155	3.0
Part time	4,868	0.6
Full/part time not reported	617	0.1
Other health-related occupation	12,245	1.6
Full time	8,555	1.1
Part time	3,614	0.5
Full/part time not reported	76	(2)
Non-health-related occupation	39,655	5.1
Full time	26,610	3.4
Part time	12,072	1.5
Full/part time not reported	974	0.1
Type of employment not reported	2,161	0.3
Not employed	159,342	20.4

[1] Includes only licensed practical/vocational nurses actively licensed in November 1983 who worked in the United States if employed in nursing or lived in the United States if not employed in nursing.

[2] Less than 0.05 percent.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, detail may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Public Health Service, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing. "National Sample Survey of Licensed Practical/Vocational Nurses, November 1983." Unpublished data. 1985.

Table 1.13. Estimated Number and Percentage of Licensed Practical/Vocational Nurses[1] and Ratio per 100,000 Population, by Employment Status and State, November 1983

State and region	*Total*	*Employment status*				*Employed LPN/LVN per 100,000 population*
		Employed as LPN/LVN		*Not employed as LPN/LVN*		
		Number	*Percent*	*Number*	*Percent*	
United States, total	*781,506*	*539,463*	*69.0*	*242,042*	*31.0*	*231*
New England	*46,333*	*33,004*	*71.2*	*13,329*	*28.8*	*264*
Connecticut	10,302	6,985	67.8	3,317	32.2	223
Maine	4,139	3,154	76.2	985	23.8	275
Massachusetts	23,018	16,553	71.9	6,465	28.1	287
New Hampshire	3,250	2,114	65.0	1,136	35.0	220
Rhode Island	3,364	2,488	73.9	877	26.1	261
Vermont	2,259	1,710	75.7	549	24.3	326
Middle Atlantic	*137,040*	*82,885*	*60.5*	*54,154*	*39.5*	*224*
New Jersey	22,794	14,212	62.3	8,582	37.7	190
New York	64,333	38,321	59.6	26,011	40.4	217
Pennsylvania	49,913	30,352	60.8	19,561	39.2	255
South Atlantic	*121,494*	*86,872*	*71.5*	*34,622*	*28.5*	*224*
Delaware	1,563	1,170	74.8	394	25.2	193
District of Columbia	2,245	1,719	76.6	526	23.4	276
Florida	33,687	23,954	71.1	9,733	28.9	224
Georgia	22,528	15,114	67.1	7,414	32.9	264
Maryland	10,215	6,770	66.3	3,445	33.7	158
North Carolina	17,962	13,310	74.1	4,652	25.9	219
South Carolina	9,200	7,042	76.5	2,158	23.5	216
Virginia	17,934	13,042	72.7	4,891	27.3	235
West Virginia	6,161	4,752	77.1	1,409	22.9	242
East South Central	*56,050*	*41,598*	*74.[illegible]*	*14,453*	*25.8*	*278*
Alabama	16,892	12,295	72.8	4,596	27.2	311
Kentucky	9,099	7,280	80.0	1,819	20.0	196
Mississippi	10,287	7,552	73.4	2,735	26.6	292
Tennessee	19,772	14,470	73.2	5,302	26.8	309
West South Central	*103,123*	*70,671*	*68.5*	*32,452*	*31.5*	*274*
Arkansas	11,527	7,788	67.6	3,739	32.4	335
Louisiana	15,600	11,513	73.8	4,087	26.2	259
Oklahoma	10,901	7,835	71.9	3,066	28.1	238
Texas	65,096	43,536	66.9	21,560	33.1	277
East North Central	*135,561*	*94,979*	*70.1*	*40,582*	*29.9*	*229*
Illinois	31,248	19,855	63.5	11,393	36.5	173
Indiana	13,814	10,546	76.3	3,268	23.7	192
Michigan	34,125	23,299	68.3	10,826	31.7	257
Ohio	41,228	29,542	71.7	11,686	28.3	384
Wisconsin	15,146	11,737	77.5	3,410	22.5	247
West North Central	*64,495*	*48,729*	*75.6*	*15,765*	*24.4*	*280*
Iowa	10,794	7,692	71.3	3,102	28.7	265
Kansas	6,624	5,327	80.4	1,297	19.6	220
Minnesota	18,795	13,842	73.6	4,954	26.4	334
Missouri	16,182	12,725	78.6	3,457	21.4	256
Nebraska	6,019	4,568	75.9	1,451	24.1	286
North Dakota	3,251	2,567	79.0	684	21.0	378
South Dakota	2,829	2,009	71.0	820	29.0	287
Mountain	*32,882*	*21,386*	*65.0*	*11,496*	*35.0*	*173*
Arizona	7,416	4,896	66.0	2,519	34.0	165
Colorado	8,718	5,252	60.2	3,466	39.8	167
Idaho	3,445	2,169	62.9	1,277	37.1	219
Montana	3,001	1,786	59.5	1,214	40.5	219
Nevada	1,785	1,249	70.0	536	30.0	140
New Mexico	3,714	2,659	71.6	1,055	28.4	190
Utah	3,698	2,617	70.8	1,081	29.2	162
Wyoming	1,105	758	68.6	347	31.4	147
Pacific	*84,528*	*59,339*	*70.2*	*25,190*	*29.8*	*176*
Alaska	1,025	569	55.5	456	44.5	119
California	60,757	44,721	73.6	16,036	26.4	178
Hawaii	2,539	1,770	69.7	770	30.3	173
Oregon	5,889	4,170	70.8	1,720	29.2	157
Washington	14,317	8,109	56.6	6,209	43.4	189

[1] Includes only licensed practical/vocational nurses who were actively licensed in November 1983 and worked in the United States if employed in nursing or lived in the United States if not employed in nursing.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, detail may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Public Health Service, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, "National Sample Survey of Licensed Practical/Vocational Nurses, November 1983." Unpublished data, 1985.

Comparisons

The figures in Chapter 1 illustrate the relationship of supply to population for registered nurses and a comparison of ratios of employed nurses to population for both registered nurses and licensed practical and vocational nurses.

Annual estimates of the supply of registered nurses (employed nurses only) from 1977 to 1985 are depicted in Figure 1. Estimates of the nurse population, which is the number of both employed and not-employed registered nurses, are available from the national sample surveys. Those estimates are presented for the three years (1977, 1980, and 1984) the surveys were conducted. The bar graph illustrates the differences between supply and population and the steady growth of both during this period.

The ratios of employed registered nurses and licensed practical and vocational nurses per 100,000 population are compared by region in Figure 2. Although it might be expected that an inverse relationship — in which high ratios for registered nurses are associated with low ratios for licensed practical and vocational nurses and vice versa — would occur, that was not completely supported by the data. The two South Central regions, with the lowest ratios for registered nurses and the highest ratios for licensed practical and vocational nurses, supported that pattern. Two regions, Mountain and Pacific, had the lowest ratios for licensed practical and vocational nurses and fairly high ratios for registered nurses. The Northeast and West North Central regions, however, had relatively high ratios for both types of nurses.

Table 1.8. Estimated Number and Percentage of Registered Nurses,[1] by Marital Status and Employment Status, November 1984

Marital status	*Total*[2]		*Employed in nursing*				*Not employed in nursing*	
			Full time		*Part time*			
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*
Total	*1,887,697*	*100.0*	*984,330*	*100.0*	*501,091*	*100.0*	*401,971*	*100.0*
Married	1,331,004	70.5	594,146	60.4	426,393	85.1	310,324	77.2
With children, under 6 only	243,308	12.9	85,902	8.7	110,769	22.1	46,629	11.6
With children, 6 and over only	496,381	26.3	227,989	23.2	164,320	32.8	103,939	25.9
With children, both age groups	152,083	8.1	52,798	5.4	66,378	13.2	32,907	8.2
No children at home	429,225	22.7	224,351	22.8	84,031	16.8	120,842	30.1
No information on children	10,007	0.5	3,106	0.3	894	0.2	6,007	1.5
Never married	258,198	13.7	201,993	20.5	28,269	5.6	27,937	7.0
Widowed/divorced/separated	281,706	14.9	180,162	18.3	41,126	8.2	60,273	15.0
Marital status not reported	16,788	0.9	8,030	0.8	5,303	1.1	3,437	0.9

[1] Includes only registered nurses actively licensed in November 1984 who worked in the United States if employed in nursing or lived in the United States if not employed in nursing.
[2] Includes an estimated 304 registered nurses employed in nursing who did not report full-time or part-time employment.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing. *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984*, June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938.

Table 1.9. Estimated Number and Percentage of Registered Nurses[1] Not Employed in Nursing and Not Seeking Employment, by Marital Status and Age Group, November 1984

			Marital status							
	Total		*Never married*		*Married*		*Widowed/divorced/separated*		*Not reported*	
Age group	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*
Total	*277,407*	*100.0*	*14,981*	*100.0*	*217,594*	*100.0*	*42,149*	*100.0*	*2,683*	*100.0*
Under 25 years	2,175	0.8	698	4.7	1,425	0.7	52	0.1	...	
25-29	15,148	5.5	976	6.5	14,015	6.4	157	0.4	...	...
30-34	31,424	11.3	323	2.2	29,799	13.7	1,224	2.9	78	2.9
35-39	27,163	9.8	186	1.2	26,124	12.0	812	1.9	41	1.5
40-44	21,468	7.7	422	2.8	20,618	9.5	428	1.0		
45-49	18,807	6.8	526	3.5	17,095	7.9	1,186	2.8	...	...
50-54	20,651	7.4	754	5.0	18,650	8.6	1,247	3.0	...	...
55-59	28,863	10.4	1,293	8.6	23,753	10.9	3,793	9.0	24	0.9
60-64	40,986	14.8	1,802	12.0	32,196	14.8	6,821	16.2	167	6.2
65 years and over	60,281	21.7	6,967	46.5	29,287	13.5	23,531	55.8	496	18.5
Not reported	10,439	3.8	1,034	6.9	4,630	2.1	2,897	6.9	1,878	70.0

[1] Includes only registered nurses actively licensed in November 1984 who lived in the United States.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing. *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984*, June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938.

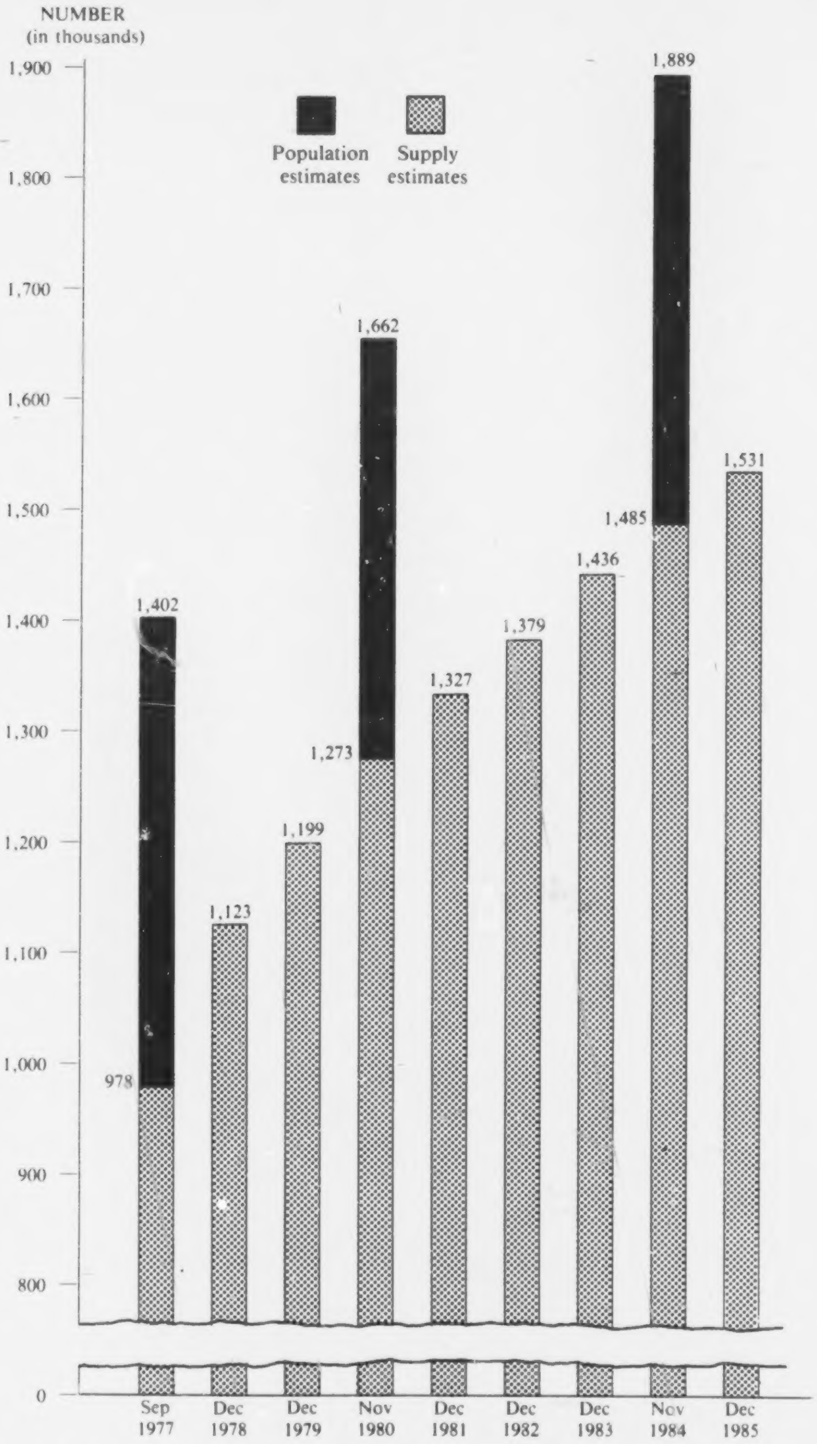


Figure 1. Estimates of the population and supply of registered nurses, 1977–85.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984*, June 1986, and previous surveys and unpublished data.

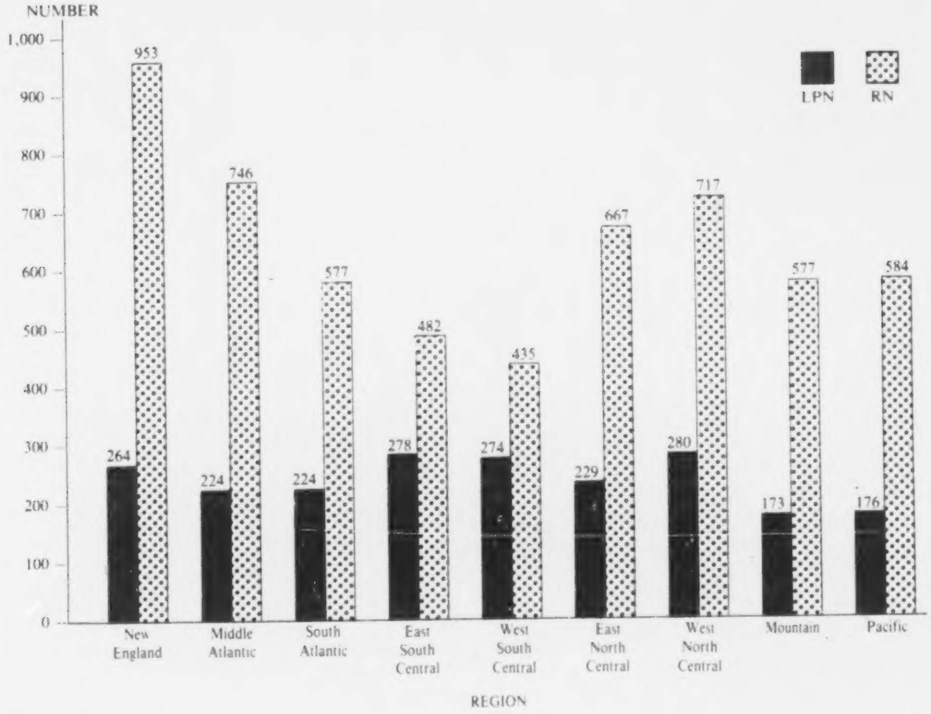


Figure 2. Number of employed licensed practical/vocational nurses (November 1983) and registered nurses (November 1984) per 100,000 population, by geographic region of the United States.

SOURCES
U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population. Findings from the National Sample Survey of Registered Nurses, November 1984*, June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, VA. 22161, Accession No. HRP-0906938.

First National Sample Survey of Licensed Practical and Vocational Nurses, 1983, October 1984. Report available from NTIS, Springfield, Va., Accession No. HRP-0906278.

2. The educational system

The educational system for nursing is somewhat complicated and therefore the data about that system are equally complicated. Three educational programs qualify a student to take the examination for licensure as a registered nurse: the associate degree program, which requires two years; the hospital-based diploma program, which requires three years; and the baccalaureate program, which requires four years. In addition, four master's programs and one doctoral-level program prepare a student to take the examination. A separate type of program, typically taking from 10 to 12 months, prepares a student to take the examination for licensure as a practical or vocational nurse. The latter examination differs from the examination for licensure as a registered nurse. All of these are initial, or basic, nursing programs. They offer the first nursing education to the student and qualify the student to take one of the two licensure examinations.

However, the system is further complicated by linkages among the various programs. For example, some associate-degree programs also qualify the student at the end of the first year to take the examination for licensure as a practical or vocational nurse. Other associate-degree programs are a step to obtaining a baccalaureate in nursing.

There are other educational programs that allow the registered nurse to pursue additional degrees in nursing. Some allow the diploma or associate-degree-educated registered nurse to obtain a baccalaureate in nursing. There are master's and doctoral programs in nursing that require licensure as a registered nurse for admission. Baccalaureate programs for registered nurses are generally part of the same schools that offer the initial baccalaureate programs preparing students to be registered nurses. Data from these programs are not always precise about whether the students are already registered nurses. This circumstance presents difficulties in determining the number of students who are becoming registered nurses as opposed to students who are already registered nurses and pursuing additional education.

The information presented in this chapter describes the different types of programs. Information on number of programs, admissions, enrollments, and graduations is given for recent years. Trend data for the previous ten years are provided in many cases. In the first section, general information about the educational status of the entire population is presented.

Educational status of the population

Information from the 1984 sample survey of registered nurses provides us with background information on the routes students took in becoming registered nurses. Most of the students who entered basic programs for the registered nurse were high school graduates and had not pursued any other type of post-high-school education. The 6 percent of the total population who did have a post-high-school academic degree before entering their nursing program are presented by year of graduation in Table 2.1. The majority of these students graduated from their basic nursing program after 1974. For the period 1980 to 1984, 14 percent of all new graduates had some type of post-high-school academic degree. About 9 percent of all registered nurses were licensed practical or vocational nurses before becoming registered nurses. Approximately 16,000 of the registered nurses who were licensed practical or vocational nurses are also included in Table 2.1 because they had a post-high-school academic degree. The number of registered nurses who were licensed practical or vocational nurses before becoming registered nurses increased in each of the five-year intervals presented in Table 2.2.

In *Facts About Nursing 84-85*, detailed information about the education of the licensed practical and vocational nurse population was presented. Nearly 5 percent of all licensed practical or vocational nurses were also licensed as registered nurses. Approximately 37,000 nurses chose to maintain both licenses.

The percentages of graduations by type of basic nursing education for registered nurses changed substantially between 1960 and 1984. In Table 2.3, the number of graduates by year of graduation for all nurses who were actively licensed in November 1984 are presented. More than 90 percent of the nurses who graduated before 1960 were graduates of diploma schools; the remaining students were divided between associate-degree and baccalaureate programs. Both the number and the percentage of graduates of diploma programs dropped steadily after that. During the period 1980 to 1984, only 17 percent of all registered nurse graduates were graduated from a diploma program. The number of graduates of associate-degree programs increased from a little more than 7,000 in 1960–64 to 170,000, or half of all graduates, in 1980–84. The percentage of graduates of baccalaureate programs also rose, from 6 percent before 1960 to 32.5 percent in 1980–84.

The large number of diploma graduates from the earlier years accounts for the fact that 54.1 percent of the population of registered nurses in 1984 had a diploma as their basic nursing education. Only 24.7 percent had an associate degree and 20.4 had a bachelor's degree. All of these numbers exclude the fewer than 3,000 nurses whose basic nursing education was in a master's or doctoral degree program.

A number of programs are designed specifically to provide the registered nurse with additional education. Detailed data on those programs are provided later in this section. However, Table 2.4 provides information about the basic education of nurses who pursued additional degrees. Nearly 16 percent of nurses who had a diploma as their basic nursing credential had obtained some additional type of nursing-related education. Of these nurses, 10.5 percent had a baccalaureate as their highest degree; nearly 5 percent had a master's or doctoral degree. However, among the associate-degree-educated nurses, only 10 percent had pursued any additional education. Most of these (8.9 percent) earned a baccalaureate. The only higher educational degrees available for a baccalaureate-prepared nurse were master's and doctoral degrees. Nearly 14 percent of all baccalaureate-prepared nurses had obtained a master's or doctoral degree. Almost half of all registered nurses with a master's or doctoral degree had a baccalaureate in nursing as their basic nursing education.

The sources of funding used by registered nurses pursuing additional academic degrees are listed in Table 2.5. Forty percent of all nurses enrolled in any type of program received reimbursement from their employers for expenses such as tuition and fees. Federal funds in the forms of scholarships, grants, and loans were given to about 16 percent of registered nurses studying for a master's or doctoral degree. However, university teaching or research fellowships were generally available only to students in doctoral programs; roughly 9 percent of registered nurses enrolled in doctoral programs were receiving assistance of this type.

Table 2.1. Estimated Number and Percentage of Registered Nurses[1] Who Had Post-High-School Academic Degrees Before Entering Basic Nursing Education, by Year of Graduation from Basic Nursing Education, November 1984

Year of graduation from basic nursing education	*Number*	*Percent*
Total	*117,518*	*100.0*
1980–84	49,489	42.1
1975–79	35,582	30.3
1970–74	12,762	10.9
1965–69	3,888	3.3
1960–64	2,634	2.2
Earlier than 1960	12,279	10.4
Not reported	882	0.8

[1] Includes only registered nurses actively licensed in November 1984 who worked in the United States if employed in nursing or lived in the United States if not employed in nursing.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing. *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984*, June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161. Accession No. HRP-0906938.

Table 2.2. Estimated Number and Percentage of Registered Nurses[1] Who Were Licensed Practical/Vocational Nurses, by Year of Graduation from Basic Nursing Education, November 1984

Year of graduation from basic nursing education	*Number*	*Percent*
Total	*175,351*	*100.0*
1980–84	74,182	42.3
1975–79	53,226	30.4
1970–74	29,149	16.6
1965–69	9,190	5.2
1960–64	3,996	2.3
Earlier than 1960	4,495	2.6
Not reported	1,114	0.6

[1] Includes only registered nurses actively licensed in November 1984 who worked in the United States if employed in nursing or lived in the United States if not employed in nursing.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing. *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984*, June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161. Accession No. HRP-0906938.

Registered nurse education

The National League for Nursing compiles data annually on student admissions, enrollments, and graduations in initial nursing education programs for registered nurses. The schools are sent surveys in November of each year. Data on admissions and graduations are requested for the previous academic year; enrollment numbers are requested as of October 15. These data are presented in the tables according to the year they were collected. Enrollment numbers refer to the academic year following the year listed. Generally speaking, the trends in enrollments lead the trends in admissions and graduations by about one year. NLN has always attained a 100 percent response rate to this survey. Therefore, the data are complete and the trends can be reliably interpreted.

Summary data about all the types of initial nursing programs for registered nurses are combined and presented in Tables 2.6 and 2.7. In the ten years shown, both the number of schools and the number of programs consistently increased. The number of programs exceeded the number of schools because a small number of schools offered both associate degree and baccalaureate initial nursing programs.

During the same period, enrollments in all programs dropped to a low point of 230,966 in 1980, reached a high of 250,553 in 1983, and set a new low of 217,955 in 1985. The average number of students per school, shown in Table 2.6, followed the same pattern as the total enrollments. The implications of the changes in the enrollment figures are difficult to determine from total enrollments for all types of programs, since the three types of programs have students enrolled for different lengths of time.

In Table 2.7, data on admissions, graduations, and enrollments for all types of basic programs are given for the ten-year period 1975–85. The drop in admissions for the 1984–85 academic year resulted in a sharp drop in the fall 1984 enrollment figure and probably in a decrease in the number of graduations in 1985–86 and subsequently. Preliminary data indicate that additional decreases in admissions and enrollments occurred in 1985–86.

Table 2.8 provides information on the five graduate programs that provide basic nursing education for the registered nurse. (In the remaining tables, these numbers are included with the baccalaureate program data. The data are provided separately here so that trends can be identified.) Both types of program saw some decreases in the number of students beginning in 1983–84. Two of the master's programs had been graduating students since 1968–69. A total of 275 students had graduated from these two programs before 1975–76.

The number of initial programs preparing registered nurses is presented in Table 2.9 for 1976 to 1985. The number of diploma programs decreased steadily after 1976, and the number of associate-degree and baccalaureate programs climbed steadily. However, the number of associate-degree programs leveled off in 1984 and 1985. Tables 2.10 and 2.11 give the number of programs in each state by type of program. The changes from 1984 to 1985 were not concentrated in any single state. From these tables, the states with clusters of diploma or associate-degree programs can be identified. Accreditation of nursing programs is described in Chapter 3, and summary data for the programs are provided.

Admissions. Admissions trends by type of program mimicked trends in the number of programs. As compared with the number of admissions (Table 2.12) in 1975-76, admissions in 1984-85 to diploma programs were lower and to associate-degree and baccalaureate programs were higher. The number of admissions to associate-degree programs in 1984-85 dropped to the 1982-83 level after four years of steady increases. Admissions to baccalaureate programs did not continue the rate of increase in 1984-85 that had occurred in the previous two years.

The percentage of the total number of admissions that were associate-degree programs increased steadily from 1975-76 to 1984-85. As shown in Table 2.12, more than 50 percent of all admissions to basic registered nurse programs from 1979-80 to 1984-85 was to associate-degree programs. In Table 2.13, the percentage change from the previous year in admissions for each type of program is given.

In Tables 2.14 and 2.15, admissions by type of program are given for each state and outlying region for which NLN reports data. States with no admissions to diploma programs for the years August 1, 1984-July 31, 1985, and August 1, 1983-July 31, 1984, can be identified. They are primarily in the western half of the United States. In addition, states with large numbers of associate-degree and baccalaureate student admissions can be identified from these tables.

Enrollments. Enrollments by type of program are given in Table 2.16 for the years 1976 to 1985. During that period, enrollments in diploma programs declined as a percentage of total enrollments; enrollments in baccalaureate programs remained at 40 percent of the total. The percentage of enrollment in associate-degree programs increased from 37 percent to more than 44 percent. The differences between admission percentages and enrollment percentages occurred because most baccalaureate students were enrolled for a four-year period as opposed to a two-year period for students in associate-degree programs. The percentage change from the previous year for this set of data is given in Table 2.17. This shows that enrollments decreased in all types of programs in the years 1984 and 1985.

In Table 2.18, enrollments in programs are broken down by accreditation status and type of program for the years 1978 to 1985. (Accreditation of nursing programs is described in Chapter 3.) Nearly all diploma students were enrolled in accredited programs in each of those years. Around 90 percent of baccalaureate students were in accredited programs; a much lower proportion (around 70 percent) of associate-degree students were enrolled in accredited programs. However, the overall percentage of students in accredited programs increased slightly each year in this period and was 83.8 percent in 1985.

Enrollment data by type of program in each state and the outlying areas are given in Tables 2.19 and 2.20 for 1984 and 1985. These enrollments were as of October 15 of each year. In one year's time, enrollments decreased 19.0 percent for diploma programs, 8.0 percent for associate-degree programs, and 4.2 percent for baccalaureate programs.

Graduations. The number of students who graduated from each type of basic program for registered nurses between 1975-76 and 1984-85 is given in

Table 2.3. Estimated Number and Percentage of Registered Nurses,[1] by Year of Graduation from Basic Nursing Education and Type of Basic Nursing Education, November 1984

Year of graduation	*Total*[2]		*Basic nursing education*					
			Diploma		*Associate degree*		*Baccalaureate*	
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*
Total	*1,887.697*	*100.0*	*1,020,916*	*54.1*	*466.970*	*24.7*	*384.989*	*20.4*
1980-84	342.320	100.0	57.889	16.9	170,866	49.9	111,310	32.5
1975-79	376.877	100.0	91,451	24.3	163.618	43.4	119.688	31.8
1970-74	266.856	100.0	114.473	42.9	89.509	33.5	61.830	23.2
1965-69	190,154	100.0	130.706	68.7	25,291	13.3	33.584	17.7
1960-64	162,868	100.0	132.225	81.2	7,268	4.5	22.437	13.8
Earlier than 1960	535.787	100.0	488.168	91.1	8,247	1.5	33,253	6.2
Not reported	12.835	100.0	6,003	46.8	2.171	16.9	2.888	22.5

[1] Includes only registered nurses actively licensed in November 1984 who worked in the United States if employed in nursing or lived in the United States if not employed in nursing.
[2] Includes an estimated 2.705 registered nurses whose basic nursing education was in a master's degree program and an estimated 12.116 registered nurses whose basic nursing education was not reported.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984*, June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938.

Table 2.4. Estimated Number and Percentage of Registered Nurses,[1] by Highest Nursing-related Education and Type of Basic Nursing Education, November 1984

Highest nursing-related education	Total[2]		Basic nursing education					
			Diploma		Associate degree		Baccalaureate	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	*1,887,697*	*100.0*	*1,020,916*	*100.0*	*466,969*	*100.0*	*384,989*	*100.0*
Diploma	855,368	45.3	855,368	83.8	...	...	...	...
Associate degree	429,941	22.8	10,069	1.0	418,742	89.7	827	0.2
Baccalaureate in nursing	429,764	22.8	68,550	6.7	30,716	6.6	329,940	85.7
Baccalaureate in other field	50,979	2.7	38,692	3.8	10,508	2.3	1,428	0.4
Master's in nursing	71,035	3.8	24,775	2.4	3,761	0.8	39,550	10.3
Master's in other field	34,550	1.8	20,101	2.0	2,972	0.6	11,027	2.9
Doctorate in nursing	1,539	0.1	974	0.1	107	(3)	458	0.1
Doctorate in other field	4,111	0.2	2,130	0.2	111	(3)	1,761	0.4
Not reported	10,409	0.6	256	(3)	53	(3)		

[1] Includes only registered nurses actively licensed in November 1984 who worked in the United States if employed in nursing or lived in the United States if not employed in nursing.

[2] Includes an estimated 2,705 registered nurses whose basic nursing education was in a master's degree program and an estimated 12,116 registered nurses whose basic nursing education was not reported.

[3] Less than 0.1 percent.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing. *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984.* June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938.

Table 2.5. Estimated Number and Percentage of Registered Nurses,[1] Currently Enrolled in Nursing-related Educational Programs Preparing for an Academic Degree, by Financial Resources[2] Used for Tuition and Fees and Type of Degree for Which Studying, November 1984

Source of funding	*Total*[3] *(n = 181,872)*		*Degree for which studying*					
			Baccalaureate (n = 120,988)		*Master's degree (n = 49,436)*		*Doctorate (n = 7,434)*	
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*
Personal resources	148,575	81.7	100,218	82.8	39,605	80.1	6,287	84.6
Employer reimbursement	73,937	40.7	50,859	42.0	19,740	39.9	2,120	28.5
Federal traineeship, scholarship, grant	6,948	3.8	1,141	0.9	4,648	9.4	1,126	15.1
Federally assisted loan	6,383	3.5	3,163	2.6	2,454	5.0	726	9.8
State/local assistance	5,548	3.1	3,125	2.6	2,035	4.1	201	2.7
Non-government scholarship, loan, grant	5,414	3.0	3,027	2.5	1,880	3.8	328	4.4
University teaching or research fellowship	1,319	0.7	...	...	590	1.2	680	9.1
Other source	1,466	0.8	701	0.6	600	1.2	112	1.5
Not reported	3,468	1.9	1,654	1.4	1,168	2.4	110	1.5

[1] Includes only registered nurses actively licensed in November 1984 who worked in the United States if employed in nursing or lived in the United States if not employed in nursing.
[2] Nurses may have used more than one financial resource for tuition and fees.
[3] Includes an estimated 3,060 registered nurses who were studying for an associate degree and an estimated 953 registered nurses who did not report degree for which studying.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing. *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984*. June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938.

Table 2.21. While the number of graduates of associate-degree and baccalaureate programs increased steadily between 1980-81 and 1984-85, the number of graduates from diploma programs remained about the same. These trends can be examined by looking at Table 2.22, which shows percentage change from the previous year. This shows small negative changes in the baccalaureate programs with a fairly large positive change in 1984-85. The associate-degree programs saw fairly significant positive increases through 1983-84. These trends are illustrated in Figure 3. The number of students graduating from each type of program in each state and the outlying areas is given in Tables 2.23 and 2.24. The number of graduates is for academic years 1984-85 and 1983-84 and includes all graduates between August 1 and July 31 of each year.

Minority and male students. Information on minority and male admissions, enrollments, and graduations are collected by NLN in January. Before 1983-84, the survey was conducted every three years. Since 1983-84, it has been conducted annually. The response rate to this survey was 86 percent in 1984-85. Response rates in previous years were high (80 to 90 percent), but always less than 100 percent. The data presented in these tables represent only the responding schools. The number of programs returning the questionnaires is given in the first column of Table 2.25. It can be seen that a larger number of programs responded in 1983-84 than in 1984-85. Small changes in the responding population can cause differences in the summary data. This is especially a problem because the numbers involved are small. Therefore, the trend data in these tables need to be interpreted with care.

The data indicate that the percentage of minority student admissions did not change significantly during the years 1977-78 to 1984-85. Associate-degree programs continued to admit the largest number of minority students in all minority groups except Asians. Asian students were admitted to associate-degree and baccalaureate programs in comparable numbers. Trends in minority student enrollments are presented in Table 2.26. For blacks and Hispanics, the number enrolled in associate and baccalaureate programs was very similar. Data on the number of graduates from each type of program are given in Table 2.27.

As shown in Table 2.28, the percentage of male students in all three types of programs was fairly consistent from 1977-78 to 1984-85. Associate-degree programs tended to have a slightly higher percentage of male students than the other two types, although the differences were very small.

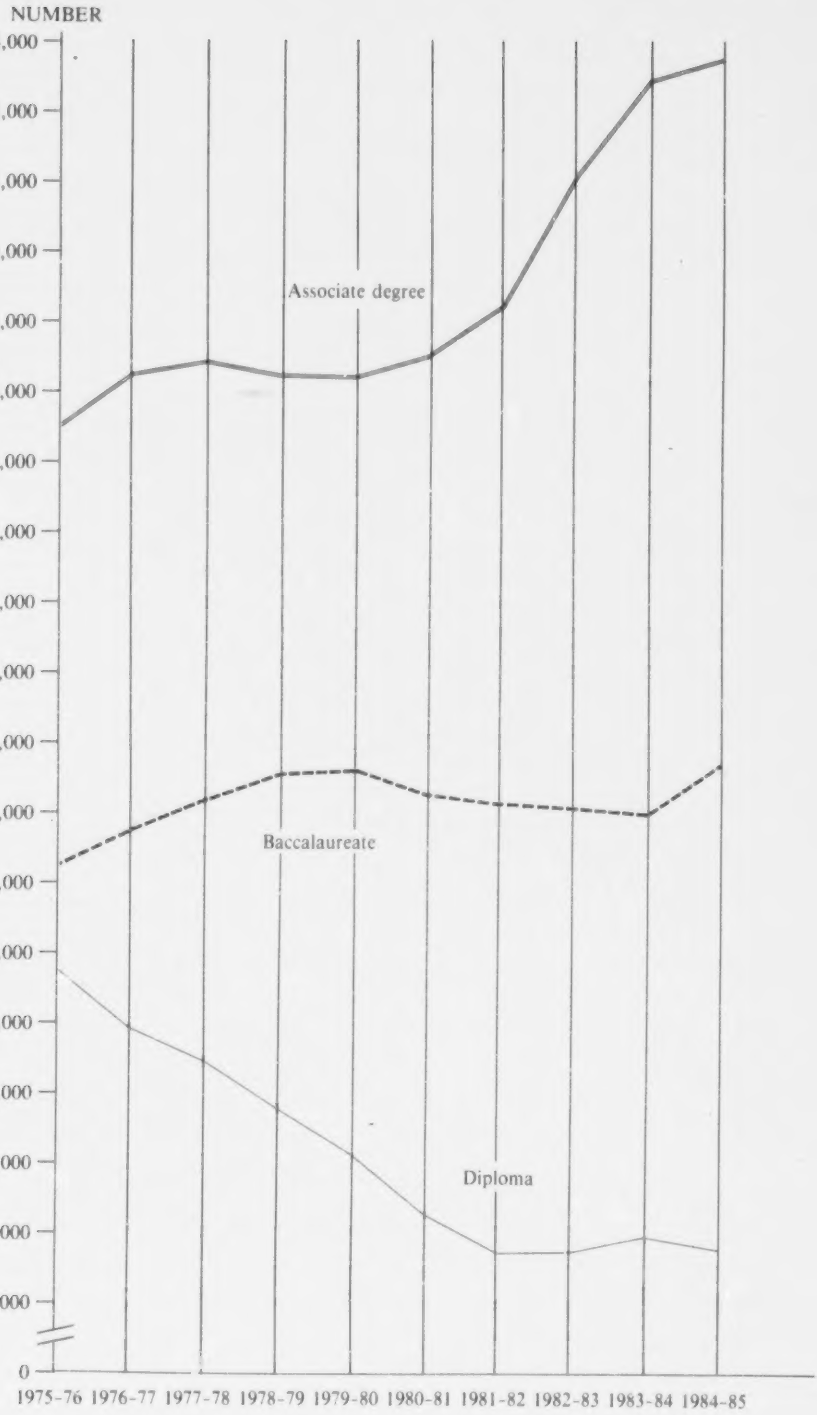


Figure 3. Graduations of students from initial programs—R.N. in the United States and outlying areas, by type of program, 1975-76 to 1984-85.

NOTE: For data and footnotes, see Table 2.21.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 40-43.

Table 2.6. Number of Schools, Initial Programs—R.N., Total and Average Enrollment in the United States and Outlying Areas,[1] October 15, 1976-1985

Year	*Number of schools*[2]	*Number of programs*	*Total enrollment*	*Average number of students per school*
1985	1,451	1,497	221,225	152
1984	1,461	1,500	240,932	165
1983	1,447	1,490	254,723	176
1982	1,422	1,455	245,509	173
1981	1,393	1,422	238,473	171
1980	1,375	1,403	234,864	171
1979	1,367	1,389	237,580	174
1978	1,353	1,374	242,259	179
1977	1,352	1,372	247,739	183
1976	1,349	1,373	249,541	185

[1] Includes Guam, Puerto Rico, and Virgin Islands for all years and American Samoa since 1981.
[2] Includes schools with more than one type of program.

SOURCE: National League for Nursing, *State-Approved Schools of Nursing—R.N., 1983*, and previous years; *Nursing Student Census with Policy Implications 1986*, and previous years.

Table 2.7. Admissions, Graduations, and Enrollments in Initial Programs—R.N. in the United States,[1] and Percentage Change from Previous Year, 1975-76 to 1984-85

	Admissions[3]		*Graduations*[3]		*Enrollments*[4]	
Academic year[2]	*Number*	*Percent change*	*Number*	*Percent change*	*Number*	*Percent change*
1984-85	118,224	− 4.5	82,075	2.2	217,955	− 8.1
1983-84	123,824	2.7	80,312	3.8	237,232	− 5.3
1982-83	120,579	4.6	77,408	4.5	250,553	3.5
1981-82	115,279	4.6	74,052	0.1	242,035	3.0
1980-81	110,201	4.0	73,985	− 2.0	234,995	1.7
1979-80	105,952	− 1.4	75,523	− 2.1	230,966	− 1.6
1978-79	107,476	− 3.1	77,132	− 1.0	234,659	− 2.0
1977-78	110,950	− 1.4	77,874	0.2	239,486	− 2.4
1976-77	112,523	0.3	77,755	0.9	245,390	− 0.7
1975-76	112,174	2.9	77,065	4.3	247,044	− 0.5

[1] Excludes American Samoa, Guam, Puerto Rico, and Virgin Islands.
[2] Reporting date for academic year is August 1-July 31.
[3] Based on information that includes programs that closed by October 15 following close of academic year.
[4] As of October 15 following close of academic year.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 23, 30, 40.

Table 2.8. Admissions, Graduations, and Enrollments for Graduate Programs Leading to Initial Professional Degree in Nursing,[1] 1975–76 to 1984–85

Academic year[2]	*Number of programs*	*Admissions*	*Graduations*	*Enrollments*[3]
Master's degree				
1984-85	4	159	150	237
1983-84	4	186	160	305
1982-83	4	283	170	499
1981-82	4	152	125	352
1980-81	3	142	106	282
1979-80	3	141	114	254
1978-79	3	128	93	251
1977-78	2	122	49	247
1976-77	2	109	54	174
1975-76	2	63	46	135
Nursing doctorate				
1984-85	1	(4)	(4)	(4)
1983-84	1	35	29	100
1982-83	1	47	29	109
1981-82	1	41	34	109
1980-81	1	34	...	110
1979-80	1	46	...	75
1978-79	1	...	...	46

[1] Graduates are eligible to take the registered nurse licensure examination.

[2] Reporting period for academic year is August 1–July 31.

[3] As of October 15 following close of academic year.

[4] Information not available.

SOURCE: National League for Nursing. *State-Approved Schools of Nursing—R.N., 1986,* and previous years.

Table 2.10. Number of Schools and Initial Programs—R.N. in the United States and Outlying Areas, by Type of Program and Jurisdiction, October 15, 1985

State or area	*Number of schools*	*Number of programs*			
		Total	*Diploma*	*Associate degree*	*Baccalaureate*[1]
Total	*1,451*	*1,497*	*256*	*787*	*454*
United States, total	*1,434*	*1,473*	*256*	*776*	*441*
Alabama	34	36	3	20	13
Alaska	2	2	...	1	1
Arizona	16	16	...	12	4
Arkansas	19	20	2	11	7
California	91	92	2	69	21
Colorado	13	14	2	7	5
Connecticut	18	18	5	6	7
Delaware	6	6	1	3	2
District of Columbia	5	6	...	1	5
Florida	39	39	1	26	12
Georgia	32	34	2	19	13
Hawaii	5	6	...	4	2
Idaho	6	6	...	5	1
Illinois	76	76	20	34	22
Indiana	32	37	6	18	13
Iowa	39	39	9	20	10
Kansas	29	30	3	17	10
Kentucky	27	28	...	20	8
Louisiana	22	22	4	6	12
Maine	10	10	2	5	3
Maryland	25	25	5	14	6
Massachusetts	47	47	14	19	14
Michigan	50	50	5	32	13
Minnesota	25	25	3	12	10
Mississippi	20	22	1	14	7
Missouri	37	41	10	20	11
Montana	4	4	...	2	2
Nebraska	11	14	5	2	7
Nevada	5	5	...	4	1
New Hampshire	11	11	2	6	3
New Jersey	39	39	18	14	7
New Mexico	12	12	...	11	1
New York	103	105	18	55	32
North Carolina	56	57	5	40	12
North Dakota	9	9	3	2	4
Ohio	69	70	26	29	15
Oklahoma	27	27	...	16	11
Oregon	17	17	...	13	4
Pennsylvania	97	98	46	22	30
Rhode Island	7	7	2	2	3
South Carolina	19	20	1	13	6
South Dakota	9	9	2	4	3
Tennessee	30	33	7	17	9
Texas	62	65	2	42	21
Utah	4	4	...	1	3
Vermont	4	5	...	4	1
Virginia	37	37	12	16	9
Washington	22	22	...	16	6
West Virginia	18	18	2	11	5
Wisconsin	32	33	5	15	13
Wyoming	5	5	...	4	1
Outlying areas, total	*17*	*24*	...	*11*	*13*
American Samoa	1	1	...	1	...
Guam	1	1	...	1	...
Puerto Rico	14	20	...	8	12
Virgin Islands	1	2	...	1	1

[1] Includes initial programs leading to a master's degree or nursing doctorate as a first professional degree (see Table 2.9).

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, p. 14.

Table 2.11. Number of Schools and Initial Programs—R.N. in the United States and Outlying Areas, by Type of Program and Jurisdiction, October 15, 1984

State or area	*Number of schools*	*Number of programs*			
		Total	*Diploma*	*Associate degree*	*Baccalaureate*[1]
Total	*1,461*	*1,500*	*273*	*788*	*439*
United States, total	*1,445*	*1,477*	*273*	*777*	*427*
Alabama	35	37	4	20	13
Alaska	2	2	...	1	1
Arizona	16	16	...	12	4
Arkansas	19	20	2	11	7
California	91	93	3	71	20
Colorado	12	12	2	7	3
Connecticut	18	18	5	6	7
Delaware	7	7	2	3	2
District of Columbia	6	6	...	1	5
Florida	40	40	1	27	12
Georgia	31	34	2	19	13
Hawaii	5	6	...	4	2
Idaho	6	6	...	5	1
Illinois	78	78	22	34	22
Indiana	32	37	6	18	13
Iowa	39	39	9	20	10
Kansas	29	30	3	18	9
Kentucky	26	28	...	21	7
Louisiana	22	22	4	6	12
Maine	12	12	4	5	3
Maryland	25	25	5	14	6
Massachusetts	48	48	15	19	14
Michigan	50	51	6	32	13
Minnesota	25	25	3	12	10
Mississippi	20	22	1	14	7
Missouri	38	39	10	20	9
Montana	4	4	...	2	2
Nebraska	11	11	5	2	4
Nevada	5	5	...	4	1
New Hampshire	11	11	2	6	3
New Jersey	39	39	18	14	7
New Mexico	11	11	...	10	1
New York	105	106	20	54	32
North Carolina	57	57	6	40	11
North Dakota	9	9	3	2	4
Ohio	70	71	28	28	15
Oklahoma	27	27	...	16	11
Oregon	18	18	1	13	4
Pennsylvania	97	98	46	22	30
Rhode Island	7	7	2	2	3
South Carolina	18	19	1	14	4
South Dakota	9	9	2	4	3
Tennessee	30	33	7	17	9
Texas	62	64	3	40	21
Utah	4	4	...	1	3
Vermont	4	5	...	4	1
Virginia	37	37	13	15	9
Washington	22	23	...	17	6
West Virginia	18	18	2	11	5
Wisconsin	33	33	6	15	12
Wyoming	5	5	...	4	1
Outlying areas, total	*16*	*23*	...	*11*	*12*
American Samoa	1	1	...	1	...
Guam	1	1	...	1	...
Puerto Rico	13	19	...	8	11
Virgin Islands	1	2	...	1	1

[1] Includes initial programs leading to a master's degree or nursing doctorate as a first professional degree (see Table 2.9).

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1985*, p. 11.

Table 2.12. Admissions of Students to Initial Programs—R.N. in the United States and Outlying Areas,[1] by Type of Program, Academic Years 1975-76 to 1984-85

Academic year[2]	*Total number*	*Diploma*		*Associate degree*		*Baccalaureate*[3]	
		Number	*Percent of total*	*Number*	*Percent of total*	*Number*	*Percent of total*
1984-85	120,404	14,875	12.4	64,359	53.5	41,170	34.2
1983-84	125,642	17,848	14.2	67,321	53.6	40,473	32.2
1982-83	122,533	19,368	15.8	64,831	52.9	38,334	31.3
1981-82	116,896	18,928	16.2	61,215	52.4	36,753	31.4
1980-81	112,057	17,494	15.6	57,788	51.6	36,775	32.8
1979-80	107,368	16,905	15.7	54,428	50.7	36,035	33.6
1978-79	108,717	18,499	17.0	54,131	49.8	36,087	33.2
1977-78	111,928	20,611	18.4	53,653	47.9	37,664	33.7
1976-77	113,479	22,243	19.6	54,289	47.8	36,947	32.6
1975-76	113,311	23,622	20.8	53,033	46.8	36,656	32.3

[1] Includes Guam, Puerto Rico, and Virgin Islands for all years and American Samoa since 1980-81.
[2] Reporting date for academic year is August 1-July 31.
[3] Includes students admitted to initial programs leading to a master's degree or nursing doctorate as a first professional degree (see Table 2.9).

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 24-27.

Table 2.13. Percentage Change from Previous Year in Admissions of Students to Initial Programs—R.N. in the United States and Outlying Areas,[1] by Type of Program, Academic Years 1975-76 to 1984-85

Academic year[2]	*Total*	*Diploma*	*Associate degree*	*Baccalaureate*[3]
1984-85	− 4.2	−16.7	− 4.4	+ 1.7
1983-84	2.5	− 7.8	3.8	5.6
1982-83	4.8	2.3	5.9	4.3
1981-82	4.3	8.2	5.9	− 1.0
1980-81	4.4	3.5	6.2	2.1
1979-80	− 1.2	− 8.6	0.5	− 0.1
1978-79	− 2.9	−10.2	0.9	− 4.2
1977-78	− 1.4	− 7.3	− 1.2	1.9
1976-77	0.1	− 5.8	2.4	0.8
1975-76	2.9	− 4.3	5.7	4.2

[1] Includes Guam, Puerto Rico, and Virgin Islands for all years and American Samoa since 1980-81.
[2] Reporting date for academic year is August 1-July 31.
[3] Includes students admitted to initial programs leading to a master's degree or nursing doctorate as a first professional degree (see Table 2.9).

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 24-27.

Table 2.14. Students Admitted to Initial Programs—R.N. in the United States and Outlying Areas, by Type of Program and Jurisdiction, August 1, 1984–July 31, 1985

State or area	*Total*	*Diploma*	*Associate degree*	*Baccalaureate*[1]
Total	*120,404*	*14,875*	*64,359*	*41,170*
United States, total	*118,224*	*14,875*	*63,776*	*39,573*
Alabama	3,074	123	1,584	1,367
Alaska	188	...	62	126
Arizona	1,231	...	776	455
Arkansas	1,143	169	661	313
California	7,568	230	5,196	2,142
Colorado	854	42	451	361
Connecticut	1,372	317	535	520
Delaware	416	20	187	209
District of Columbia	628	...	120	508
Florida	4,269	131	3,144	994
Georgia	2,953	138	1,890	925
Hawaii	262	...	147	115
Idaho	298	...	253	45
Illinois	5,881	1,136	3,142	1,603
Indiana	3,055	466	1,365	1,224
Iowa	2,206	364	1,246	596
Kansas	1,571	166	885	520
Kentucky	2,180	...	1,568	612
Louisiana	2,062	353	713	996
Maine	650	83	238	329
Maryland	2,313	315	1,226	772
Massachusetts	3,558	600	1,570	1,388
Michigan	4,820	364	3,155	1,301
Minnesota	1,779	97	1,133	549
Mississippi	1,825	...	1,187	638
Missouri	2,430	758	1,022	650
Montana	312	...	113	199
Nebraska	1,366	380	265	721
Nevada	251	...	190	61
New Hampshire	523	46	316	161
New Jersey	4,016	1,310	1,538	1,168
New Mexico	552	...	456	96
New York	12,601	938	8,036	3,627
North Carolina	3,007	268	1,960	779
North Dakota	609	122	156	331
Ohio	6,302	1,574	2,908	1,820
Oklahoma	1,182	...	754	428
Oregon	1,031	...	672	359
Pennsylvania	6,739	2,472	1,938	2,329
Rhode Island	962	76	240	646
South Carolina	1,587	6	803	778
South Dakota	628	84	289	255
Tennessee	3,099	753	1,266	1,080
Texas	5,514	144	3,341	2,029
Utah	447	...	246	201
Vermont	273	...	171	102
Virginia	2,588	407	1,325	856
Washington	1,730	...	1,089	641
West Virginia	1,293	109	885	299
Wisconsin	2,831	314	1,241	1,276
Wyoming	195	...	122	73
Outlying areas, total	*2,180*	...	*583*	*1,597*
American Samoa	1	...	1	...
Guam	19	...	19	...
Puerto Rico	2,134	...	547	1,587
Virgin Islands	26	...	16	10

[1] Includes 159 students admitted to initial programs leading to a master's degree. The number of students admitted to an initial program leading to a nursing doctorate as a first professional degree is not available.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 14 and 27.

Table 2.15. Students Admitted to Initial Programs—R.N. in the United States and Outlying Areas, by Type of Program and Jurisdiction, August 1, 1983-July 31, 1984

State or area	*Total*	*Diploma*	*Associate degree*	*Baccalaureate*[1]
Total	*125,642*	*17,848*	*67,321*	*40,473*
United States, total	*123,824*	*17,848*	*66,576*	*39,400*
Alabama	3,139	167	1,535	1,437
Alaska	135	...	40	95
Arizona	1,518	...	799	719
Arkansas	1,312	209	811	292
California	7,921	275	5,535	2,111
Colorado	996	109	505	382
Connecticut	1,462	347	588	527
Delaware	541	63	216	262
District of Columbia	519	...	122	397
Florida	4,232	160	3,205	867
Georgia	2,448	202	1,493	753
Hawaii	240	...	167	73
Idaho	342	...	290	52
Illinois	6,710	1,349	3,586	1,775
Indiana	3,312	452	1,370	1,490
Iowa	2,281	587	1,125	569
Kansas	1,716	211	909	596
Kentucky	2,195	...	1,652	543
Louisiana	2,096	337	742	1,017
Maine	663	98	290	275
Maryland	2,243	297	1,306	640
Massachusetts	3,627	810	1,472	1,345
Michigan	4,525	319	2,919	1,287
Minnesota	2,222	219	1,364	639
Mississippi	1,905	39	1,235	631
Missouri	2,797	1,005	1,123	669
Montana	426	...	146	280
Nebraska	870	431	237	202
Nevada	281	...	214	67
New Hampshire	586	78	343	165
New Jersey	3,536	1,300	1,534	702
New Mexico	614	...	480	134
New York	12,438	1,109	7,895	3,434
North Carolina	3,471	332	2,171	968
North Dakota	548	166	155	227
Ohio	7,047	2,135	3,165	1,747
Oklahoma	1,385	...	825	560
Oregon	1,191	...	778	413
Pennsylvania	7,224	2,830	1,974	2,420
Rhode Island	1,063	107	237	719
South Carolina	1,472	36	844	592
South Dakota	718	112	277	329
Tennessee	2,974	722	1,451	801
Texas	6,192	154	3,777	2,261
Utah	652	...	398	254
Vermont	305	...	204	101
Virginia	2,878	577	1,316	985
Washington	2,158	...	1,429	729
West Virginia	1,634	137	967	530
Wisconsin	2,884	367	1,225	1,292
Wyoming	180	...	135	45
Outlying areas, total	*1,818*	...	*745*	*1,073*
American Samoa	...	...	...	...
Guam	39	...	39	...
Puerto Rico	1,748	...	681	1,067
Virgin Islands	31	...	25	6

[1] Includes 186 students admitted to initial programs leading to a master's degree and 35 students admitted to an initial program leading to a nursing doctorate as a first professional degree.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1985*, p. 24.

Table 2.16. Enrollment in Initial Programs—R.N. in the United States and Outlying Areas,[1] by Type of Program, 1976-85

Year, as of October 15	*Number of programs*	*Enrollment*						
			Diploma		*Associate degree*		*Baccalaureate*[2]	
		Total number	*Number*	*Percent of total*	*Number*	*Percent of total*	*Number*	*Percent of total*
1985	1,497	221,225	30,179	13.6	97,706	44.2	93,340	42.2
1984	1,500	240,932	37,256	15.5	106,217	44.1	97,459	40.5
1983	1,490	254,723	42,007	16.5	111,095	43.6	101,621	39.9
1982	1,455	245,509	42,348	17.2	106,732	43.5	96,429	39.3
1981	1,422	238,473	41,009	17.2	101,365	42.5	96,099	40.3
1980	1,403	234,864	41,048	17.5	95,626	40.7	98,190	41.8
1979	1,389	237,580	43,651	18.4	93,485	39.3	100,444	42.3
1978	1,374	242,259	48,059	19.8	92,961	38.4	101,239	41.8
1977	1,372	247,739	52,858	21.3	92,387	37.3	102,494	41.4
1976	1,373	249,541	56,091	22.5	92,404	37.0	101,046	40.5

[1] Includes Guam, Puerto Rico, and Virgin Islands for all years and American Samoa since 1981.
[2] Includes students enrolled in initial programs leading to a master's degree and students enrolled in an initial program leading to a nursing doctorate as a first professional degree (see Table 2.9).

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 8, 30-33.

Table 2.17. Percentage Change from Previous Year in Enrollment of Students in Initial Programs—R.N. in the United States and Outlying Areas,[1] by Type of Program, 1976 to 1985

Year, as of October 15	*Total*	*Diploma*	*Associate degree*	*Baccalaureate*[2]
1985	−8.2	−19.0	−8.0	−4.2
1984	−5.4	−11.3	−4.4	−4.1
1983	3.8	−0.8	4.1	5.4
1982	3.0	3.3	5.3	0.3
1981	1.5	−0.1	6.0	−2.1
1980	−1.1	−6.0	2.3	−2.2
1979	−1.9	−9.2	0.6	−0.8
1978	−2.2	−9.1	0.6	−1.2
1977	−0.7	−5.8	(3)	1.4
1976	−0.3	−6.8	3.3	0.4

[1] Includes Guam, Puerto Rico, and Virgin Islands for all years and American Samoa since 1981.
[2] Includes students enrolled in initial programs leading to a master's degree and students enrolled in an initial program leading to a nursing doctorate as a first professional degree (see Table 2.9).
[3] Less than 0.1 percent.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 30-33.

Table 2.18. Enrollment as of October 15, 1978 to 1985, in Initial Programs—R.N. in the United States and Outlying Areas,[1] by Accreditation Status and Type of Program on Succeeding January 1

Type of program and year, as of October 15	*Total enrollment*	*Accredited*			*Non-accredited*[2]		
		Programs	*Enrollment*	*Percent of total*	*Programs*	*Enrollment*	*Percent of total*
Total programs							
1985	221,225	1,081	185,349	83.8	416	35,876	16.2
1984	240,932	1,063	201,642	83.7	437	39,290	16.3
1983	254,723	1,044	213,689	83.9	446	41,034	16.1
1982	245,509	1,020	205,577	83.7	435	39,932	16.3
1981	237,473	983	195,317	81.9	439	43,156	18.1
1980	234,864	982	193,328	82.3	421	41,536	17.7
1979	237,580	976	194,222	81.8	413	43,358	18.2
1978	242,259	958	197,366	81.5	416	44,893	18.5
Diploma							
1985	30,179	249	29,839	98.9	7	340	1.1
1984	37,256	262	36,557	98.1	11	699	1.9
1983	42,007	269	41,074	97.8	12	933	2.2
1982	42,348	274	41,386	97.7	14	962	2.3
1981	41,009	288	40,041	97.6	15	968	2.4
1980	41,048	293	39,709	96.7	18	1,339	3.3
1979	43,651	311	41,899	96.0	22	1,752	4.0
1978	48,059	321	46,004	95.7	23	2,055	4.3
Associate degree							
1985	97,706	456	70,206	71.9	331	27,500	28.1
1984	106,217	430	73,908	69.6	358	32,309	30.4
1983	111,095	421	77,443	69.7	355	33,652	30.3
1982	106,732	403	73,434	68.8	350	33,298	31.2
1981	101,365	372	67,274	66.4	354	34,091	33.6
1980	95,626	378	64,710	67.7	329	30,916	32.3
1979	93,485	363	61,913	66.2	325	31,572	33.8
1978	92,961	344	59,424	63.9	333	33,537	36.1
Baccalaureate[3]							
1985	93,340	376	85,304	91.4	78	8,036	8.6
1984	97,459	371	91,177	93.6	68	6,282	6.4
1983	101,621	354	95,172	93.7	79	6,449	6.3
1982	96,429	343	90,757	94.1	71	5,672	5.9
1981	96,099	323	88,002	91.6	70	8,097	8.4
1980	98,190	311	88,909	90.5	74	9,281	9.5
1979	100,444	302	90,410	90.0	66	10,034	10.0
1978	101,239	298	91,938	90.8	60	9,301	9.2

[1] Includes Guam, Puerto Rico, and Virgin Islands for all years and American Samoa since 1981.

[2] Included in this category are programs that applied but were never accredited and those that never applied for accreditation.

[3] Includes students enrolled in initial programs leading to a master's degree and students enrolled in an initial program leading to a nursing doctorate as a first professional degree (see Table 2.9).

SOURCE: National League for Nursing, *State-Approved Schools of Nursing—R.N., 1983,* and previous years; *NLN Nursing Data Book 1983-84,* and previous years; *Nursing Student Census with Policy Implications 1986,* and previous years.

Table 2.9. Number and Percentage Change from Previous Year of Initial Programs—R.N. in the United States and Outlying Areas,[1] by Type of Program, October 15, 1976-85

Year	*Total programs*		*Diploma*		*Associate degree*		*Baccalaureate*[2]	
	Number	*Percent change*	*Number*	*Percent change*	*Number*	*Percent change*	*Number*	*Percent change*
1985	1,497	−0.2	256	−6.2	787	−0.1	454	3.4
1984	1,500	0.7	273	−2.8	788	1.5	439	1.4
1983	1,490	2.4	281	−2.4	776	3.1	433	4.6
1982	1,455	2.3	288	−5.0	753	3.7	414	5.3
1981	1,422	1.4	303	−2.6	726	2.7	393	2.1
1980	1,403	1.0	311	−6.6	707	2.8	385	4.6
1979	1,389	1.1	333	−3.2	688	1.6	368	4.2
1978	1,374	0.1	344	−6.3	677	3.2	353	1.1
1977	1,372	−0.1	367	−5.9	656	2.2	349	2.3
1976	1,373	−0.1	390	−8.9	642	3.9	341	3.6

[1] Includes Guam, Puerto Rico, and Virgin Islands for all years and American Samoa since 1981.

[2] Includes initial programs leading to a master's degree or nursing doctorate as a first professional degree (see Table 2.9).

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 8-11.

Table 2.19. Student Enrollment in Initial Programs—R.N. in the United States and Outlying Areas, by Type of Program and Jurisdiction, October 15, 1985

State or area	*Total*	*Diploma*	*Associate degree*	*Baccalaureate*[1]
Total	*221,225*	*30,179*	*97,706*	*93,340*
United States, total	*217,955*	*30,179*	*96,756*	*91,020*
Alabama	5,050	222	2,065	2,763
Alaska	377	...	60	317
Arizona	1,933	...	1,111	822
Arkansas	2,028	335	1,067	626
California	13,705	475	8,091	5,139
Colorado	1,546	80	685	781
Connecticut	2,995	639	875	1,481
Delaware	1,073	50	285	738
District of Columbia	1,251	...	206	1,045
Florida	6,398	218	4,423	1,757
Georgia	3,694	373	2,124	1,197
Hawaii	311	...	253	246
Idaho	467	...	430	37
Illinois	10,641	1,868	4,677	4,096
Indiana	6,280	963	2,217	3,100
Iowa	3,736	837	1,664	1,235
Kansas	2,255	155	994	1,106
Kentucky	3,724	...	2,242	1,482
Louisiana	4,779	756	937	3,086
Maine	1,017	125	326	566
Maryland	3,591	416	1,988	1,187
Massachusetts	8,190	1,502	2,689	3,999
Michigan	8,472	630	4,179	3,663
Minnesota	3,029	205	1,549	1,275
Mississippi	2,812	33	1,774	1,005
Missouri	4,799	1,573	1,727	1,499
Montana	947	...	207	740
Nebraska	2,413	896	357	1,160
Nevada	582	...	346	236
New Hampshire	1,076	105	456	515
New Jersey	6,792	2,377	2,418	1,997
New Mexico	971	...	687	284
New York	23,605	1,968	13,324	8,313
North Carolina	4,919	276	2,812	1,831
North Dakota	1,137	277	167	693
Ohio	12,722	3,708	4,606	4,408
Oklahoma	2,065	...	1,188	877
Oregon	2,075	...	1,185	890
Pennsylvania	15,759	5,333	3,207	7,219
Rhode Island	1,372	192	430	750
South Carolina	2,764	32	1,321	1,411
South Dakota	1,205	161	356	688
Tennessee	5,523	1,376	2,167	1,980
Texas	9,744	237	5,245	4,262
Utah	845	...	395	450
Vermont	543	...	252	291
Virginia	4,578	866	1,976	1,736
Washington	3,027	...	1,715	1,312
West Virginia	2,242	285	1,308	649
Wisconsin	6,558	635	1,833	4,090
Wyoming	338	...	160	178
Outlying areas, total	*3,270*	...	*950*	*2,320*
American Samoa	11	...	11	...
Guam	60	...	60	...
Puerto Rico	3,144	...	852	2,292
Virgin Islands	55	...	27	28

[1] Includes 237 students enrolled in initial programs leading to a master's degree. The number of students enrolled in an initial program leading to a nursing doctorate as a first professional degree is not available but is included in table.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 14 and 34.

Table 2.20. Student Enrollment in Initial Programs—R.N. in the United States and Outlying Areas, by Type of Program and Jurisdiction, October 15, 1984

State or area	*Total*	*Diploma*	*Associate degree*	*Baccalaureate*[1]
Total	*240,932*	*37,256*	*106,217*	*97,459*
United States, total	*237,232*	*37,256*	*104,968*	*95,008*
Alabama	5,727	383	2,488	2,856
Alaska	377	...	67	310
Arizona	2,389	...	1,177	1,212
Arkansas	2,090	359	1,164	567
California	14,842	509	9,218	5,115
Colorado	1,533	160	759	614
Connecticut	3,232	834	872	1,526
Delaware	1,279	117	349	813
District of Columbia	1,354	...	203	1,151
Florida	6,796	309	4,868	1,619
Georgia	4,016	427	2,313	1,276
Hawaii	508	...	288	220
Idaho	604	...	520	84
Illinois	12,197	2,546	5,137	4,514
Indiana	6,690	1,082	2,535	3,073
Iowa	4,342	1,182	1,840	1,320
Kansas	2,722	259	1,199	1,264
Kentucky	3,801	...	2,525	1,276
Louisiana	4,656	795	1,105	2,756
Maine	1,137	209	398	530
Maryland	4,007	564	2,228	1,215
Massachusetts	9,277	1,895	2,864	4,518
Michigan	8,601	777	4,248	3,576
Minnesota	3,862	433	1,914	1,515
Mississippi	3,341	60	1,966	1,315
Missouri	5,357	2,015	1,904	1,438
Montana	1,060	...	192	868
Nebraska	1,932	925	550	457
Nevada	657	...	392	265
New Hampshire	1,211	131	461	619
New Jersey	7,041	2,330	2,714	1,997
New Mexico	1,052	...	707	345
New York	24,550	2,364	13,463	8,723
North Carolina	5,787	643	3,043	2,101
North Dakota	1,165	340	224	601
Ohio	13,866	4,466	5,020	4,380
Oklahoma	2,377	...	1,291	1,086
Oregon	2,032	108	1,034	890
Pennsylvania	16,801	6,163	3,271	7,367
Rhode Island	2,282	230	552	1,500
South Carolina	2,750	30	1,300	1,420
South Dakota	1,489	253	442	794
Tennessee	6,269	1,750	2,345	2,174
Texas	10,166	296	5,560	4,310
Utah	723	...	328	395
Vermont	634	...	312	322
Virginia	5,003	1,133	2,048	1,822
Washington	3,407	...	1,980	1,427
West Virginia	2,557	340	1,510	707
Wisconsin	7,298	839	1,886	4,573
Wyoming	386	...	194	192
Outlying areas, total	*3,700*	...	*1,249*	*2,451*
American Samoa	26	...	26	...
Guam	54	...	54	...
Puerto Rico	3,563	...	1,139	2,424
Virgin Islands	57	...	30	27

[1] Includes 305 students enrolled in initial programs leading to a master's degree and 100 students enrolled in an initial program leading to a nursing doctorate as a first professional degree.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1985*, p. 31.

Table 2.21. Graduations of Students from Initial Programs—R.N.[1] in the United States and Outlying Areas,[2] by Type of Program, 1975–76 to 1984–85

Academic year[3]	*Total number*	*Diploma*		*Associate degree*		*Baccalaureate*[4]	
		Number	*Percent of total*	*Number*	*Percent of total*	*Number*	*Percent of total*
1984–85	83,396	11,892	14.3	45,844	55.0	25,660	30.8
1983–84	81,490	12,200	15.0	45,080	55.3	24,210	29.7
1982–83	78,474	11,704	14.9	42,372	54.0	24,398	31.1
1981–82	74,975	11,682	15.6	38,770	51.7	24,523	32.7
1980–81	74,890	12,903	17.2	37,183	49.7	24,804	33.1
1979–80	76,415	14,495	19.0	36,509	47.8	25,411	33.3
1978–79	77,932	15,820	20.3	36,763	47.2	25,349	32.5
1977–78	78,697	17,131	21.8	37,069	47.1	24,497	31.1
1976–77	78,461	18,014	23.0	36,815	46.9	23,632	30.1
1975–76	77,633	19,861	25.6	35,094	45.2	22,678	29.2

[1] Includes graduations from programs closed by October 15 following close of academic year.

[2] Includes Guam, Puerto Rico, and Virgin Islands for all years and American Samoa since 1983–84.

[3] Reporting date for academic year is August 1–July 31.

[4] Includes students graduated from initial programs leading to a master's degree and students graduated from an initial program leading to a nursing doctorate as a first professional degree (see Table 2.9).

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 40–43.

Table 2.22. Percentage Change from Previous Year in Graduations of Students from Initial Programs—R.N.[1] in the United States and Outlying Areas,[2] by Type of Program, 1975–76 to 1984–85

Academic year[3]	*Total*	*Diploma*	*Associate degree*	*Baccalaureate*[4]
1984–85	2.3	– 2.5	1.7	6.0
1983–84	3.8	4.2	6.4	– 0.8
1982–83	4.7	0.2	9.3	– 0.5
1981–82	0.1	– 9.5	4.3	– 1.1
1980–81	– 2.0	– 11.0	1.8	– 2.4
1979–80	– 1.9	– 8.4	– 0.7	0.2
1978–79	– 1.0	– 7.7	– 0.8	3.5
1977–78	0.3	– 4.9	0.7	3.7
1976–77	1.1	– 9.3	4.9	4.2
1975–76	4.2	– 8.4	7.6	12.0

[1] Includes graduations from programs closed by October 15 following close of academic year.

[2] Includes Guam, Puerto Rico, and Virgin Islands for all years and American Samoa since 1983–84.

[3] Reporting date for academic year is August 1–July 31.

[4] Includes students graduated from initial programs leading to a master's degree and students graduated from an initial program leading to a nursing doctorate as a first professional degree (see Table 2.9).

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 40–43.

Table 2.23. Students Graduating from Initial Programs—R.N. in the United States and Outlying Areas, by Type of Program and Jurisdiction, August 1, 1984–July 31, 1985[1]

State or area	*Total*	*Diploma*	*Associate degree*	*Baccalaureate*[2]
Total	*83,396*	*11,892*	*45,844*	*25,660*
United States, total	*82,075*	*11,892*	*45,208*	*24,975*
Alabama	2,094	110	1,029	955
Alaska	78	...	40	38
Arizona	878	...	568	310
Arkansas	778	84	509	185
California	5,679	246	4,181	1,252
Colorado	667	66	351	250
Connecticut	1,003	267	377	359
Delaware	334	8	146	180
District of Columbia	352	...	59	293
Florida	3,272	137	2,505	630
Georgia	1,731	105	1,159	467
Hawaii	129	...	129	...
Idaho	257	...	224	33
Illinois	4,299	868	2,260	1,171
Indiana	2,131	294	1,098	739
Iowa	1,776	423	921	432
Kansas	1,229	135	603	491
Kentucky	1,325	...	1,096	229
Louisiana	939	194	344	401
Maine	372	39	189	144
Maryland	1,490	189	897	404
Massachusetts	2,736	649	1,055	1,032
Michigan	3,552	308	2,346	898
Minnesota	1,730	183	965	582
Mississippi	1,033	26	670	337
Missouri	1,947	623	866	458
Montana	244	...	78	166
Nebraska	819	308	247	264
Nevada	186	...	148	38
New Hampshire	383	38	203	142
New Jersey	2,010	597	1,026	387
New Mexico	363	...	296	67
New York	7,114	670	4,278	2,166
North Carolina	2,598	216	1,719	663
North Dakota	416	139	114	163
Ohio	4,748	1,425	2,114	1,209
Oklahoma	840	...	534	306
Oregon	757	...	544	213
Pennsylvania	5,441	1,999	1,567	1,875
Rhode Island	521	71	188	262
South Carolina	901	29	608	264
South Dakota	434	59	201	174
Tennessee	1,912	517	906	489
Texas	3,652	124	2,088	1,440
Utah	542	...	395	147
Vermont	218	...	143	75
Virginia	1,745	355	796	594
Washington	1,291	...	795	496
West Virginia	871	106	594	171
Wisconsin	2,127	285	944	898
Wyoming	131	...	95	36
Outlying areas, total	*1,321*	...	*636*	*685*
American Samoa	11	...	11	...
Guam	12	...	12	...
Puerto Rico	1,286	...	601	685
Virgin Islands	12	...	12	...

[1] Includes 437 graduations from 20 programs closed between October 16, 1984, and October 15, 1985.

[2] Includes 150 graduations from initial programs leading to a master's degree. The number of graduations from an initial program leading to a nursing doctorate as a first professional degree is not available but is included in table.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 14 and 44.

Table 2.24. Students Graduating from Initial Programs—R.N. in the United States and Outlying Areas, by Type of Program and Jurisdiction, August 1, 1983–July 31, 1984[1]

State or area	*Total*	*Diploma*	*Associate degree*	*Baccalaureate*[2]
Total	*81,490*	*12,200*	*45,080*	*24,210*
United States, total	*80,312*	*12,200*	*44,394*	*23,718*
Alabama	2,037	95	1,117	825
Alaska	56	...	22	34
Arizona	821	...	571	250
Arkansas	809	92	482	235
California	5,718	239	4,326	1,153
Colorado	674	63	367	244
Connecticut	846	216	338	292
Delaware	377	79	137	161
District of Columbia	312	...	69	243
Florida	3,342	120	2,648	574
Georgia	1,361	76	890	395
Hawaii	154	...	102	52
Idaho	298	...	261	37
Illinois	4,513	916	2,475	1,122
Indiana	1,979	233	1,116	630
Iowa	1,649	393	858	398
Kansas	1,071	104	568	399
Kentucky	1,304	...	1,087	217
Louisiana	956	204	344	408
Maine	422	90	219	113
Maryland	1,576	192	948	436
Massachusetts	2,584	584	1,042	958
Michigan	3,577	330	2,287	960
Minnesota	1,741	184	959	598
Mississippi	1,027	25	678	324
Missouri	1,933	712	757	464
Montana	254	...	90	164
Nebraska	825	353	265	207
Nevada	187	...	146	41
New Hampshire	333	40	177	116
New Jersey	2,044	583	1,084	377
New Mexico	382	...	301	81
New York	7,294	859	4,112	2,323
North Carolina	2,048	192	1,245	611
North Dakota	490	150	106	234
Ohio	4,659	1,489	2,116	1,054
Oklahoma	902	...	591	311
Oregon	711	83	458	170
Pennsylvania	4,982	1,910	1,432	1,640
Rhode Island	504	65	178	261
South Carolina	927	29	615	283
South Dakota	450	66	200	184
Tennessee	1,830	454	896	480
Texas	3,524	201	2,071	1,252
Utah	396	...	242	154
Vermont	199	...	126	73
Virginia	1,776	342	811	623
Washington	1,306	...	870	436
West Virginia	889	120	611	158
Wisconsin	2,154	317	905	932
Wyoming	109	...	78	31
Outlying areas, total	*1,178*	...	*686*	*492*
American Samoa	32	...	32	...
Guam	11	...	11	...
Puerto Rico	1,127	...	635	492
Virgin Islands	8	...	8	...

[1] Includes 734 graduations from 15 programs closed between October 16, 1983, and October 15, 1984.

[2] Includes 160 graduations from initial programs leading to a master's degree and 29 graduations from an initial program leading to a nursing doctorate as a first professional degree.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1985,* p. 41.

Table 2.25. Minority Student Admissions to Initial Programs—R.N. in the United States,[1] by Type of Program, Selected Years 1977-78 to 1984-85

Academic year and type of program	Number of programs returning questionnaire	Blacks		Hispanics		Asians		American Indians	
		Number	Percent[2]	Number	Percent[2]	Number	Percent[2]	Number	Percent[2]
1984-85	*1,260*	*8,096*	*8.0*	*2,495*	*2.5*	*1,558*	*1.5*	*713*	*0.7*
Diploma	243	914	6.5	255	1.8	197	1.4	21	0.1
Associate degree	643	4,738	8.8	1,568	2.9	768	1.4	546	1.0
Baccalaureate[3]	374	2,444	7.3	672	2.0	593	1.8	146	0.4
1983-84	*1,348*	*9,226*	*8.1*	*2,877*	*2.5*	*1,911*	*1.7*	*633*	*0.6*
Diploma	249	921	5.3	282	1.6	161	0.9	20	0.1
Associate degree	695	4,784	8.1	1,702	2.9	836	1.4	457	0.8
Baccalaureate[3]	404	3,521	9.4	893	2.4	914	2.4	156	0.4
1980-81	*1,276*	*8,532*	*9.5*	*2,041*	*3.0*	*[4]1,732*	*[4]2.2*	*(5)*	*(5)*
Diploma	289	1,072	6.9	225	1.7	119	0.9	...	...
Associate degree	654	4,663	10.0	1,336	3.3	833	2.1	...	...
Baccalaureate[3]	333	2,797	10.2	480	3.0	780	3.1	...	...
1977-78	*1,202*	*7,297*	*7.3*	*1,664*	*1.7*	*[4]1,352*	*[4]1.3*	*(5)*	*(5)*
Diploma	311	828	4.3	232	1.2	271	1.4	...	...
Associate degree	571	3,569	7.7	982	2.1	590	1.3	...	...
Baccalaureate[3]	320	2,900	8.2	450	1.3	491	1.4	...	...

[1] Excludes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[2] Percentages based on total number of admissions to programs returning questionnaire.

[3] May include both basic students and students who previously graduated from diploma or associate degree programs.

[4] Includes American Indians.

[5] Included with Asians.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, p. 53.

Table 2.26. Minority Student Enrollments in Initial Programs—R.N. in the United States,[1] by Type of Program, Selected Years 1978–85

Year, as of October 15, and type of program	*Number of programs returning questionnaire*	*Blacks*		*Hispanics*		*Asians*		*American Indians*	
		Number	*Percent*[2]	*Number*	*Percent*[2]	*Number*	*Percent*[2]	*Number*	*Percent*[2]
1985	*1,260*	*14,595*	*7.9*	*4,465*	*2.4*	*2,737*	*1.5*	*1,078*	*0.6*
Diploma	243	1,586	5.5	425	1.5	295	1.0	44	0.1
Associate degree	643	6,392	8.2	2,213	2.8	1,033	1.3	671	0.9
Baccalaureate[3]	374	6,617	8.5	1,827	2.4	1,409	1.8	363	0.5
1984	*1,348*	*15,363*	*6.9*	*4,393*	*2.0*	*3,370*	*1.5*	*880*	*0.4*
Diploma	249	1,661	4.7	455	1.3	321	0.9	41	0.1
Associate degree	695	6,124	6.5	2,011	2.1	1,030	1.1	517	0.6
Baccalaureate[3]	404	7,578	8.2	1,927	2.1	2,019	2.2	322	0.4
1981	*1,276*	*14,322*	*7.2*	*4,080*	*2.3*	[4]*3,155*	[4]*1.8*	*(5)*	*(5)*
Diploma	289	1,717	4.5	422	1.3	229	0.7		
Associate degree	654	6,514	7.8	1,950	2.7	1,244	1.8		
Baccalaureate[3]	333	6,091	7.7	1,708	2.3	1,682	2.3		
1978	*1,202*	*12,630*	*5.8*	*3,079*	*1.4*	[4]*2,608*	[4]*1.2*	*(5)*	*(5)*
Diploma	311	1,409	3.2	369	0.8	413	0.9		
Associate degree	571	4,903	6.2	1,418	1.8	923	0.7		
Baccalaureate[3]	320	6,318	6.8	1,292	1.4	1,272	1.4		

[1] Excludes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[2] Percentages based on total number of enrollments in programs returning questionnaire.

[3] May include basic students and students who previously graduated from diploma or associate degree programs.

[4] Includes American Indians.

[5] Included with Asians.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, p. 59.

Table 2.27. Minority Student Graduations from Initial Programs—R.N. in the United States,[1] by Type of Program, Selected Years 1977-78 to 1984-85

Academic year and type of program	*Number of programs returning questionnaire*	*Blacks*		*Hispanics*		*Asians*		*American Indians*	
		Number	*Percent*[2]	*Number*	*Percent*[2]	*Number*	*Percent*[2]	*Number*	*Percent*[2]
1984-85	*1,260*	*3,491*	*5.1*	*1,628*	*2.4*	*829*	*1.2*	*534*	*0.8*
Diploma	243	383	3.4	167	1.5	81	0.7	38	0.3
Associate degree	643	1,975	5.5	952	2.6	396	1.1	411	1.1
Baccalaureate[3]	374	1,133	5.3	509	2.4	352	1.6	85	0.4
1983-84	*1,348*	*3,822*	*5.2*	*1,511*	*2.0*	*1,086*	*1.5*	*325*	*0.4*
Diploma	249	380	3.4	163	1.4	88	0.8	4	(5)
Associate degree	695	1,954	4.9	926	2.3	394	1.0	216	0.5
Baccalaureate[3]	404	1,488	6.4	422	1.8	604	2.6	105	0.5
1980-81	*1,276*	*3,566*	*6.0*	*1,158*	*2.2*	[5]*869*	[5]*1.7*	*(6)*	*(6)*
Diploma	289	366	3.5	138	1.5	67	0.7		
Associate degree	654	2,121	7.2	648	2.6	429	1.7		
Baccalaureate[3]	333	1,079	5.6	372	2.2	373	2.2		
1977-78	*1,202*	*3,277*	*4.7*	*1,088*	*1.6*	[5]*767*	[5]*1.1*	*(6)*	*(6)*
Diploma	311	320	2.2	112	0.8	56	0.4		
Associate degree	571	1,965	6.2	697	2.2	410	1.3		
Baccalaureate[3]	320	992	4.3	279	1.2	301	1.3		

[1] Excludes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[2] Percentages based on total number of graduations from programs returning questionnaire.

[3] May include basic students and students who previously graduated from diploma or associate degree programs.

[4] Less than 0.05 percent.

[5] Includes American Indians.

[6] Included with Asians.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, p. 64.

Table 2.28. Male Student Admissions, Graduations, and Enrollments in Initial Programs—R.N. in the United States,[1] by Type of Program, Selected Years 1977-78 to 1984-85

Academic year and type of program	*Number of programs returning questionnaire*	*Admissions*		*Graduations*		*Enrollments*[2]	
		Number	*Percent*[3]	*Number*	*Percent*[3]	*Number*	*Percent*[3]
1984-85	*1,260*	*6,344*	*6.3*	*3,908*	*5.7*	*9,623*	*5.2*
Diploma	243	832	5.9	509	4.5	1,582	5.5
Associate degree	643	3,540	6.5	2,201	6.1	4,254	5.5
Baccalaureate[4]	374	1,972	5.9	1,198	5.6	3,787	4.9
1983-84	*1,348*	*7,971*	*7.0*	*4,286*	*5.8*	*13,652*	*6.2*
Diploma	249	875	5.1	538	4.8	1,853	5.2
Associate degree	695	4,712	8.0	2,325	5.7	6,052	6.5
Baccalaureate[4]	404	2,384	6.4	1,423	6.2	5,747	6.2
1980-81	*1,276*	*6,498*	*7.3*	*3,492*	*5.8*	*11,183*	*5.7*
Diploma	289	862	5.6	491	4.4	1,666	4.5
Associate degree	654	3,677	7.9	1,884	6.4	5,252	6.3
Baccalaureate[4]	333	1,959	7.3	1,117	5.5	4,265	5.5
1977-78	*1,202*	*6,359*	*6.3*	*3,862*	*5.5*	*10,327*	*4.8*
Diploma	311	1,027	5.3	655	4.4	1,862	4.2
Associate degree	571	3,133	6.8	2,048	6.4	4,216	5.3
Baccalaureate[4]	320	2,199	6.2	1,159	5.0	4,249	4.5

[1] Excludes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[2] As of October 15 following close of academic year.

[3] Percentages based on number of admissions, graduations, and enrollments in programs returning questionnaire.

[4] Includes basic students and some students who previously graduated from diploma or associate degree programs.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 53, 59, 64.

Registered nurses as students

Two-thirds of the registered nurses enrolled in college and university programs were associate-degree and diploma graduates working toward a baccalaureate in nursing. The number of nurses enrolled in both baccalaureate and graduate programs doubled between 1976 and 1985. The number of registered nurses enrolled in doctoral programs alone almost tripled in the same time period. The number of registered nurses enrolled in each type of program is given for each year from 1976 to 1985 in Table 2.29. This trend, shown clearly in Table 2.30, had only two small negative percentage changes in those ten years.

A survey of enrollments in baccalaureate and graduate programs in colleges and universities was conducted by the American Association of Colleges of Nursing. The information reported in Table 2.31 was based on enrollment data from AACN member schools and included more than two-thirds of the baccalaureate programs and nearly all of the master's and doctoral programs in nursing. Although the enrollment numbers from that study would be underestimates of the population of schools, the percentages given in this table are indicative of trends in enrollments. Enrollments in initial programs to prepare registered nurses dropped sharply in 1986 and 1987. Although full-time enrollments in baccalaureate programs for registered nurses and master's programs decreased in that time period, part-time enrollments continued to increase. Both full-time and part-time enrollments in doctoral programs increased in 1986–87, as they had for the previous three years.

The number of registered nurses graduating from master's and doctoral programs in nursing increased during the years 1975–76 to 1984–85 (Table 2.32). Graduates of baccalaureate programs decreased slightly in 1984–85. These trends are illustrated in Figure 4.

More detailed data about graduates of master's programs are provided in Table 2.33. The majority (69.1 percent) of the master's students were studying in advanced clinical practice areas as opposed to teaching or to a strictly administration and management curriculum. The nursing focus of the programs was spread across all areas, with more students (53.4 percent) studying in the medical/surgical area than in any of the others.

Data on 1984 and 1985 enrollments and graduations for both racial/ethnic minority and male students in master's and doctoral programs are given in Table 2.34. The percentages in this table are quite small and very susceptible to variations in response rates among the programs. Therefore, any conclusions drawn from the table are somewhat tentative. It appears, however, that both the enrollments and the graduations in master's programs and, to some extent, in doctoral programs increased in 1985 over 1984. The percentage of males in master's programs declined in 1985; the percentage in doctoral programs increased slightly.

State-level data for registered nurses enrolled in and graduated from baccalaureate, master's, and doctoral programs are given in the next three tables. The number of graduates from baccalaureate programs decreased in 1985, but enrollments increased. The decline in graduations was a function of increases in part-time enrollments.

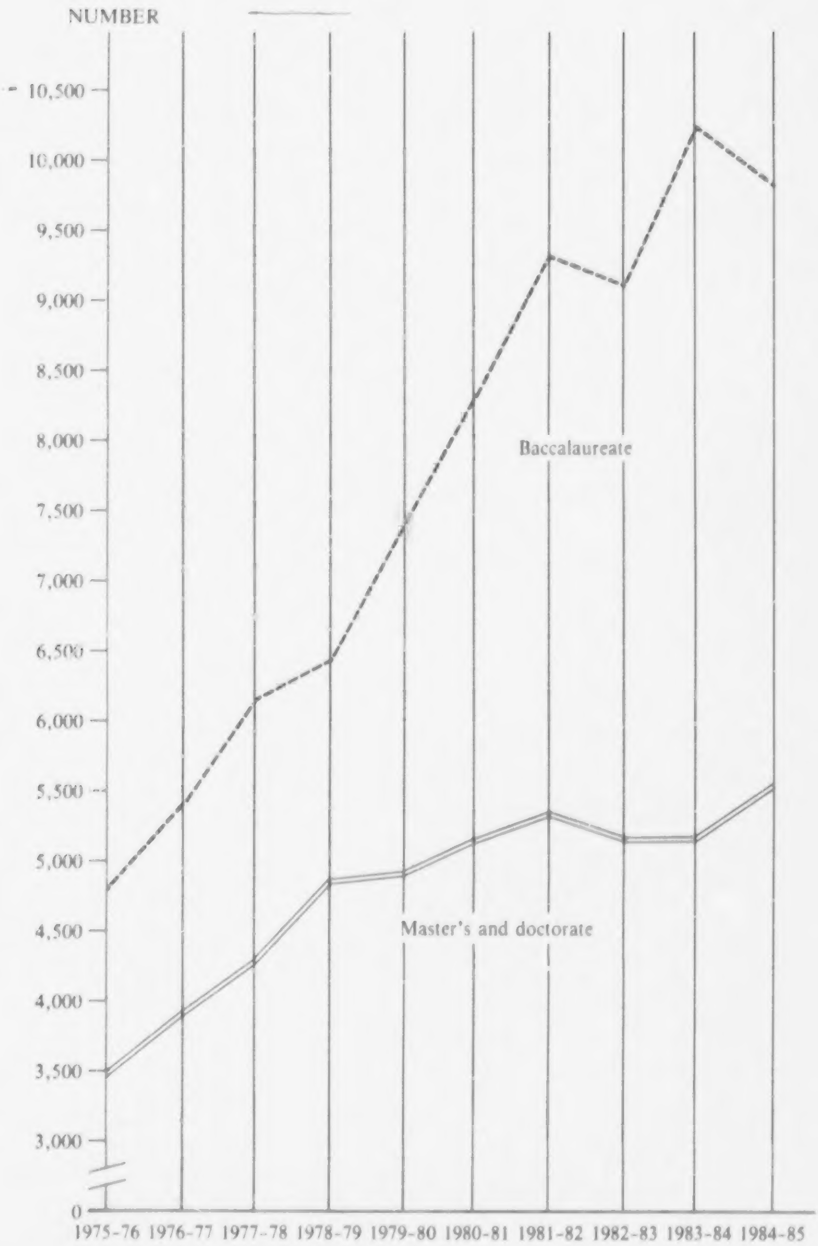


Figure 4. Registered nurse students granted academic degrees in nursing in the United States and outlying areas, 1975-76 to 1984-85.

NOTE: For data and footnotes, see Table 2.32.

SOURCE: National League for Nursing, *Nursing Data Book 1983-84*, p. 55; *Nursing Student Census with Policy Implications 1986*, pp. 47, 72, 83.

Neither the declines in the number of graduates nor the increases in total enrollments were attributable to changes in a particular state (Table 2.35). The data in Tables 2.36 and 2.37 show the relatively small number of students in both master's and doctoral programs in any one state.

Financial support. Financial assistance is made available to nursing students from several sources, including the federal government, some state governments, and private sources. Students interested in detailed information on scholarships and loans available should write directly to individual schools of nursing.

The American Nurses' Association has established two fellowship programs for registered nurses from ethnic/racial minorities. The main objective of these programs is to increase the number of doctorally trained minority nurses in mental health professions, specifically in behavioral science research and in clinical psychiatric nursing. These fellowship programs are designed to help increase the quality of mental health care available to various ethnic/racial minorities and to increase the opportunities of people from ethnic/racial minorities to receive such care.

The Registered Nurse Fellowship Program for Ethnic/Racial Minorities was established in 1974. Its purpose is to support candidates in behavioral science doctoral studies who have engaged in or demonstrated an interest in conducting research relative to the racial/cultural influences on mental health and health care delivery systems in ethnic minority communities.

The Clinical Fellowship Program for Ethnic/Racial Minorities was established in 1977 to help nurses pursue doctoral studies in psychiatric and mental health nursing. The Clinical Fellowship Program prepares nurses to provide, supervise, and consult in the delivery of psychiatric and mental health nursing, particularly to ethnic and racial minority groups.

ANA reported that 37 grants (19 research and 18 clinical) were awarded to ethnic minority registered nurses for doctoral nursing education during the grant year 1986-87 (Table 2.38). The composition of these ANA fellows was 59.5 percent black, 21.6 percent Asian, 13.5 percent Hispanic, and 5.4 percent Native American. One hundred forty-seven nurses received assistance for one or more years during the period 1977-78 to 1986-87. The data also show that 44 research fellows and 28 clinical fellows received a doctoral degree between 1978-79 and 1985-86. Grant monies are supported by the U.S. Department of Health and Human Services, National Institute of Mental Health, Center for Studies of Minority Group Mental Health.

ANA has a third program, the Baccalaureate Completion Scholarship Fund, which provides financial support to licensed registered nurses pursuing a baccalaureate in nursing. Established in 1984, the scholarship is designed especially for ethnic and racial minorities and/or those with a commitment to the nursing care of underserved areas of the population. Nine minority nurses were funded for the 1986-87 school year by the program, and ten were selected for the 1987-88 school year. Five scholars have graduated and are BSN-degree nurses.

The Professional Nurse Traineeship Program, established in 1956, was expanded under subsequent legislation. Traineeships are awarded to nursing students studying to teach and to students preparing for supervision, administration, and clinical specialties. In June 1986, under authorization of the Public Health Service Act, the Division of Nursing, Bureau of Health Professions issued to 171 institutions grant awards totaling $10,895,000, to provide traineeship support for eligible nurses (Table 2.39).

The National Institute of Mental Health reported that 97 trainee stipends were awarded in psychiatric and mental health nursing in academic year 1986-87 (Table 2.40). This was a decrease of 65.4 percent from the previous year, when the total was 280. In 1986-87, all the stipends went to master's candidates.

The Veterans Administration established a health professional scholarship program (Table 2.41) for third- and fourth-year nursing students enrolled full time in baccalaureate programs and for graduate students enrolled in master's degree programs that included training in gerontological nursing, medical and surgical nursing, adult psychiatric and mental health nursing, rehabilitation nursing, and nursing service administration. In 1985, the VA obligated $3,884,000 to the scholarship program and 191 scholarships were awarded. No scholarships were awarded in 1986.

Table 2.29. Registered Nurse Students Enrolled in Colleges and Universities in the United States and Outlying Areas,[1] by Type of Nursing Program, Fall 1976–85

Year	Total number enrolled	Baccalaureate		Master's		Doctorate	
		Number	Percent of total	Number	Percent of total	Number	Percent of total
1985	64,992	43,755	67.3	19,449	29.9	1,788	2.8
1984	62,477	41,808	66.9	18,973	30.4	1,696	2.7
1983	59,491	39,884	67.0	18,112	30.4	1,495	2.5
1982	54,089	35,662	65.9	17,085	31.6	1,342	2.5
1981	50,645	33,357	65.9	16,125	31.8	1,163	2.3
1980	49,743	33,671	67.7	15,053	30.3	1,019	2.0
1979	43,143	28,033	65.0	14,130	32.8	980	2.3
1978	39,457	25,563	64.8	13,105	33.2	789	2.0
1977	36,192	23,259	64.3	12,143	33.6	790	2.2
1976	30,672	19,231	62.7	10,809	35.2	632	2.1

[1] Includes Guam, Puerto Rico, and Virgin Islands for relevant years.

SOURCE: National League for Nursing, *Nursing Data Book 1983-84*, p. 71; *Nursing Student Census with Policy Implications 1986*, pp. 37, 70, 77.

Table 2.30. Percentage Change from Previous Year in Registered Nurse Students Enrolled in Colleges and Universities in the United States and Outlying Areas,[1] by Type of Nursing Program, Fall 1976–85

Year	Total enrollment	Baccalaureate	Master's	Doctorate
1985	4.0	4.7	2.5	5.4
1984	5.0	4.8	4.8	13.4
1983	10.0	11.8	6.0	11.4
1982	6.8	6.9	6.0	15.4
1981	1.8	− 0.9	7.1	14.1
1980	15.3	20.1	6.5	4.0
1979	9.3	9.7	7.8	24.2
1978	9.0	9.9	7.9	− 0.1
1977	18.0	20.9	12.3	25.0
1976	17.9	21.3	11.9	24.9

[1] Includes Guam, Puerto Rico, and Virgin Islands for relevant years.

SOURCE: National League for Nursing, *Nursing Data Book 1983-84*, p. 71; *Nursing Student Census with Policy Implications 1986*, pp. 37, 70, 77.

Table 2.31. Percentage Change from Previous Year in Full-time and Part-time Enrollments in Baccalaureate and Graduate Programs in Nursing,[1] 1983–84 to 1986–87

Type of program and type of enrollment	*1986–87*	*1985–86*	*1984–85*	*1983–84*
Baccalaureate				
Full time	−12.6	− 4.3	6.6	9.0
Part time	− 2.0	9.4	21.1	4.8
Generic				
Full time	−13.5	− 5.4	6.5	9.0
Part time	−14.5	14.8	20.0	8.5
Registered nurse				
Full time	− 1.2	− 0.9	7.6	9.8
Part time	3.2	8.2	23.5	3.1
Master's				
Full time	− 7.6	6.5	− 2.8	0.4
Part time	6.3	3.9	15.2	15.0
Doctorate				
Full time	4.8	3.7	11.3	21.0
Part time	14.4	14.7	9.8	30.5

[1] Includes only schools that are members of the American Association of Colleges of Nursing and that responded to the survey.

SOURCE: American Association of Colleges of Nursing, *Report on Nursing Enrollments and Graduations in Colleges and Universities*, February 1987, pp. 10-11, and previous year.

Table 2.32. Registered Nurse Students Granted Academic Degrees in Nursing in the United States and Outlying Areas,[1] 1975–76 to 1984–85

Academic year[2]	*Total number of graduates*	*Baccalaureate*		*Master's*		*Doctorate*	
		Number	*Percent of total*	*Number*	*Percent of total*	*Number*	*Percent of total*
1984–85	15,295	9,794	63.9	5,321	34.8	198	1.3
1983–84	15,586	10,267	65.9	5,136	33.0	183	1.2
1982–83	14,329	9,105	63.5	5,085	35.5	139	1.0
1981–82	14,674	9,344	63.7	5,193	35.4	137	0.9
1980–81	13,520	8,373	61.9	5,026	37.2	121	0.9
1979–80	12,268	7,365	60.0	4,778	38.9	125	1.0
1978–79	11,202	6,480	57.8	4,621	41.3	101	0.9
1977–78	10,470	6,146	58.7	4,271	40.8	53	0.5
1976–77	9,334	5,445	58.3	3,830	41.0	59	0.6
1975–76	8,258	4,759	57.6	3,437	41.6	62	0.8

[1] Includes Guam and Puerto Rico for relevant years.
[2] Reporting date for academic year is August 1 - July 31.

SOURCE: National League for Nursing, *Nursing Data Book 1983–84*, p. 55; *Nursing Student Census with Policy Implications 1986*, pp. 47, 72, 83.

Table 2.33. Graduations[1] from Master's Programs, by Nursing Focus and Functional Purpose of Curriculum, Academic Years 1978–79 to 1984–85

Academic year[2]	*Total*	*Nursing focus*				
		Medical-surgical	*Maternal-child*	*Psychiatric-mental health*	*Community health*	*Other*
1984–85	5,247	2,083	1,412	771	666	315
1983–84	[3]4,390	1,436	1,152	548	306	948
1982–83	5,085	1,704	825	674	772	1,110
1981–82	5,193	1,775	942	787	724	965
1980–81	5,026	1,793	942	791	655	845
1979–80	4,778	1,678	823	781	627	869
1978–79	4,621	1,642	756	726	526	971

Academic year[2]	*Total*	*Functional purpose of curriculum*			
		Teaching	*Administration management*	*Advanced clinical practice*	*Other*
1984–85	5,247	661	915	3,625	46
1983–84	[3]4,669	475	619	3,545	30
1982–83	5,085	834	620	3,558	73
1981–82	5,193	670	690	3,806	27
1980–81	5,026	862	405	3,577	182
1979–80	4,778	794	392	3,342	250
1978–79	4,621	946	351	3,000	324

[1] Includes data for American Samoa, Guam, Puerto Rico, and the Virgin Islands until 1983–84.

[2] Reporting date for academic year is August 1–July 31.

[3] Not all programs responded to both sections of the questionnaire.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 84, 85.

Table 2.34. Percentage Distribution of Minority and Male Student Graduations and Enrollments in Master's and Doctoral Programs in Nursing in the United States,[1] 1984 and 1985

	Enrollments		*Graduations*	
	Master's program	*Doctoral program*	*Master's program*	*Doctoral program*
Category	*Percent*[2]	*Percent*	*Percent*[2]	*Percent*
1985				
Racial/ethnic background				
Black	5.5	4.0	3.7	3.0
Hispanic	1.6	1.1	1.3	0.5
Asian	1.4	1.4	2.7	2.0
American Indian	0.3	0.4	0.2	—
Males	3.0	3.1	2.6	2.5
1984				
Racial/ethnic background				
Black	3.6	3.0	3.0	3.8
Hispanic	1.0	0.6	1.0	—
Asian	1.0	0.8	1.0	1.6
American Indian	0.5	0.2	0.5	0.5
Males	3.4	2.8	3.0	1.6

[1] Excludes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[2] Percentages based on total number of graduations and enrollments rather than on only those from programs responding to questionnaire.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, and previous year.

Table 2.35. Number of Registered Nurse Students Enrolled in and Graduated from Baccalaureate Programs in Nursing in the United States and Outlying Areas, by Jurisdiction, 1984 and 1985

State or area	*Enrollments*[1]		*Graduations*[2]	
	Fall 1985	*Fall 1984*	*1984-85*	*1983-84*
Total	*43,755*	*41,808*	*9,794*	*10,267*
United States, total	*42,940*	*41,112*	*9,594*	*10,085*
Alabama	558	495	177	194
Alaska	84	75	10	5
Arizona	618	725	142	142
Arkansas	82	69	31	41
California	4,629	3,467	651	615
Colorado	536	722	104	166
Connecticut	557	514	83	124
Delaware	78	98	29	12
District of Columbia	145	128	62	60
Florida	1,148	1,252	401	341
Georgia	238	222	76	153
Hawaii	188	151	48	63
Idaho	91	66	26	23
Illinois	2,221	2,022	473	414
Indiana	1,456	831	280	208
Iowa	482	450	89	139
Kansas	336	344	86	75
Kentucky	999	860	264	221
Louisiana	260	294	48	53
Maine	139	98	32	23
Maryland	451	578	228	215
Massachusetts	2,319	2,174	411	447
Michigan	1,481	1,514	369	299
Minnesota	658	704	160	154
Mississippi	177	165	83	130
Missouri	1,064	1,194	293	337
Montana	12	11	11	12
Nebraska	616	523	232	126
Nevada	72	95	28	21
New Hampshire	224	258	48	32
New Jersey	1,663	1,721	297	337
New Mexico	124	122	34	32
New York	6,907	6,674	1,182	1,282
North Carolina	764	547	137	205
North Dakota	114	77	22	15
Ohio	1,593	1,578	459	523
Oklahoma	166	133	58	65
Oregon	205	228	70	60
Pennsylvania	4,160	4,454	690	715
Rhode Island	222	175	67	88
South Carolina	379	301	89	102
South Dakota	183	103	19	26
Tennessee	532	583	178	143
Texas	1,020	1,416	463	635
Utah	134	150	93	213
Vermont	119	125	45	23
Virginia	681	753	242	233
Washington	407	376	123	123
West Virginia	402	427	113	157
Wisconsin	1,213	1,050	227	259
Wyoming	33	20	11	4
Outlying areas, total	*815*	*696*	*200*	*182*
Guam	5		2	
Puerto Rico	800	684	198	182
Virgin Islands	10	12		

[1] As of October 15 of each year.
[2] Graduations between August 1 and July 31 of each year.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 37 and 47.

Table 2.36. Number of Registered Nurse Students Enrolled in and Graduated from Master's Programs in Nursing in the United States and Puerto Rico, by Jurisdiction, 1984 and 1985

State or area	*Number of programs*		*Enrollments*[1]		*Graduations*[2]	
	Fall 1985	*Fall 1984*	*Fall 1985*	*Fall 1984*	*1984-85*	*1983-84*
Total	*169*	*168*	*19,449*	*18,973*	*5,321*	*5,136*
United States, total	*167*	*166*	*19,315*	*18,822*	*5,247*	*5,082*
Alabama	4	4	356	388	100	107
Alaska	1	1	27	14	10	1
Arizona	2	2	229	236	65	64
Arkansas	2	2	147	115	18	16
California	11	11	1,430	1,460	427	479
Colorado	1	1	207	191	74	83
Connecticut	3	3	394	290	91	101
Delaware	1	1	97	76	29	32
District of Columbia	3	3	373	349	111	94
Florida	4	4	474	409	101	50
Georgia	4	4	352	351	87	114
Hawaii	1	1	49	46	18	25
Idaho	1	1	30	20	3	5
Illinois	8	8	779	834	282	252
Indiana	4	4	676	474	155	180
Iowa	1	1	173	111	17	18
Kansas	2	2	321	290	77	88
Kentucky	3	3	142	144	49	59
Louisiana	2	2	265	267	59	55
Maine	1	1	67	64	6	...
Maryland	2	2	388	430	137	110
Massachusetts	6	6	662	655	218	218
Michigan	6	6	783	676	155	138
Minnesota	3	3	214	238	84	100
Mississippi	3	3	113	104	50	46
Missouri	3	3	399	393	82	68
Montana	1	1	11	13	4	1
Nebraska	2	2	115	119	32	27
Nevada	1	1	18	39	1	7
New Hampshire	...	...	...	...	...	...
New Jersey	2	2	377	362	235	75
New Mexico	1	1	51	44	9	13
New York	16	15	2,527	2,769	702	691
North Carolina	6	6	360	599	93	88
North Dakota	2	2	90	122	3	4
Ohio	7	7	1,201	1,007	223	168
Oklahoma	2	2	150	189	75	44
Oregon	2	2	181	174	51	52
Pennsylvania	9	9	1,267	1,231	397	414
Rhode Island	1	1	73	65	19	16
South Carolina	3	3	268	220	42	89
South Dakota	1	1	55	52	7	15
Tennessee	3	3	325	241	94	94
Texas	9	9	1,343	1,345	255	298
Utah	2	2	230	185	61	62
Vermont	...	...	...	...	...	...
Virginia	6	6	544	485	187	193
Washington	2	2	308	326	102	95
West Virginia	1	1	103	116	42	25
Wisconsin	5	5	521	464	107	107
Wyoming	1	1	50	30	1	1
Puerto Rico	2	2	*134*	*151*	*74*	*54*

[1] As of October 15 of each year.

[2] Graduations between August 1 and July 31 of each year.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 68, 70, 72.

Table 2.37. Number of Registered Nurse Students Enrolled in and Graduated from Doctoral Programs in Nursing in the United States, by State, 1984 and 1985

State	*Number of programs*		*Enrollments*[1]		*Graduations*[2]	
	Fall 1985	*Fall 1984*	*Fall 1985*	*Fall 1984*	*1984–85*	*1983–84*
United States, total	*33*	*31*	*1,788*	*1,696*	*198*	*183*
Alabama	1	1	71	65	13	16
Alaska	...	...	...	...	...	...
Arizona	1	1	28	34	3	5
Arkansas	...	...	...	...	...	...
California	2	2	125	105	21	10
Colorado	1	1	18	20	2	4
Connecticut	...	...	...	...	...	...
Delaware	...	...	...	...	...	...
District of Columbia	1	1	76	70	8	9
Florida	1	1	20	6	...	...
Georgia	...	...	...	...	...	...
Hawaii	...	...	...	...	...	...
Idaho	...	...	...	...	...	...
Illinois	2	2	137	90	20	12
Indiana	1	1	57	50	6	10
Iowa	...	...	...	...	...	...
Kansas	1	1	19	12	...	...
Kentucky	...	...	...	...	...	...
Louisiana	...	...	...	...	...	...
Maine	...	...	...	...	...	...
Maryland	1	1	45	49	5	2
Massachusetts	1	1	52	59	4	8
Michigan	2	2	76	109	13	8
Minnesota	1	1	16	7	...	...
Mississippi	...	...	...	...	...	...
Missouri	...	...	...	...	...	...
Montana	...	...	...	...	...	...
Nebraska	...	...	...	...	...	...
Nevada	...	...	...	...	...	...
New Hampshire	...	...	...	...	...	...
New Jersey	...	...	...	...	...	...
New Mexico	...	...	...	...	...	...
New York	4	4	387	393	36	44
North Carolina	...	...	...	...	...	...
North Dakota	...	...	...	...	...	...
Ohio	1	1	64	58	6	6
Oklahoma	...	...	...	...	...	...
Oregon	1	...	10	...	...	...
Pennsylvania	3	3	142	121	8	6
Rhode Island	1	...	5	...	...	...
South Carolina	...	...	...	...	...	...
South Dakota	...	...	...	...	...	...
Tennessee	...	...	...	...	...	...
Texas	2	2	303	338	46	39
Utah	1	1	56	48	3	1
Vermont	...	...	...	...	...	...
Virginia	1	1	26	12	1	...
Washington	1	1	40	40	3	3
West Virginia	...	...	...	...	...	...
Wisconsin	2	2	15	10	...	...
Wyoming	...	...	...	...	...	...

[1] As of October 15 of each year.

[2] Graduations between August 1 and July 31 of each year.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 68, 70, 72.

Table 2.38. Number of Grant Awards and Graduates of Research, Clinical, and Baccalaureate Grant Programs of ANA's Ethnic/Racial Minority Fellowship Programs, 1977–78 to 1986–87

Type of grant and year[1]	Total	Racial/ethnic background					Number of earned degrees
		Black	Hispanic	Asian	Native American	Other	
Research grants							
1986-87	19	13	...	5	1		(2)
1985-86	19	13	1	4	1		5
1984-85	12	4	4	4			1
1983-84	12	2	4	6			3
1982-83	14	6	4	3	1		4
1981-82	10	8	...	1	1		11
1980-81	13	7	2	2	2		9
1979-80	18	9	3	5	1		3
1978-79	31	19	4	6	2		8
1977-78	40	23	6	8	3		
Clinical grants							
1986-87	18	9	5	3	1		(2)
1985-86	21	13	3	3	1	1	5
1984-85	18	11	2	4	1		6
1983-84	18	12	2	3	1		1
1982-83	23	14	4	4	1		8
1981-82	33	19	4	9	1		4
1980-81	29	19	3	6	1		1
1979-80	27	19	2	5	1		2
1978-79	17	12	1	3	1		1
1977-78	8	6		2			
Baccalaureate grants							
1986-87	9	6	2	1			(2)
1985-86	11	7	2	2			5

[1] Reporting date for grant year is July 1 to June 30.
[2] Information not available.

SOURCE: American Nurses' Association, Ethnic/Racial Minority Fellowship Programs, 1987.

Table 2.39. Number of Awards and Amounts Awarded in Professional Nurse Traineeship Program, 1977–86

Year	Professional nurse traineeship program	
	Number of awards	Amounts awarded
1986	171	$10,895,000
1985	157	11,385,000
1984	150	9,504,000
1983	137	9,504,000
1982	130	9,504,000
1981	126	12,870,000
1980	120	12,870,000
1979	113	12,870,000
1978	111	12,870,000
1977	140	12,870,000

SOURCE: U.S. Department of Health and Human Services, Public Health Service, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, 1986.

Table 2.40. National Institute of Mental Health Trainee Stipends in Psychiatric Nursing, by Academic Year of Training, 1977-78 to 1986-87

Academic year	*Total*	*Baccalaureate*[1]	*Master's*[2]	*Predoctoral*[3]	*Other*[4]
1986-87	97	. . .	97	(5)	. . .
1985-86	280	101	179	(5)	. . .
1984-85[6]	247	114	133	. . .	. . .
1983-84[6]	235	105	130	. . .	. . .
1982-83	610	17	548	45	. . .
1981-82	839	21	758	52	8
1980-81	797	22	714	45	16
1979-80	890	44	779	37	30
1978-79	1,029	39	714	21	255
1977-78	1,092	134	740	69	149

[1] A small number were awarded for undergraduate short-term training.

[2] Includes both adult and child psychiatric-mental health nursing graduate programs.

[3] Includes post-master's trainee stipends for training in research and special mental-health-related areas.

[4] Includes stipends in pilot projects and special projects, conference stipends, and continuing education stipends.

[5] Included in master's.

[6] Revised.

SOURCE: U.S. Department of Health and Human Services, Public Health Service, National Institute of Mental Health, Division of Education and Service Systems Liaison, 1986. Unpublished data.

Table 2.41. Number of Awards and Funds Obligated in the Veterans Administration Health Professional Scholarship Program,[1] Fiscal Years 1982-86

Fiscal year	*Number of awards*	*Funds obligated*
1986	. . .	. . .
1985	191	$3,884,000
1984[2]	205	4,208,000
1983[2]	341	6,189,000
1982[2]	344	6,001,000

[1] Awards to full-time baccalaureate and master's degree nursing students.

[2] Revised.

SOURCE: Veterans Administration, Department of Medicine and Surgery, Office of Academic Affairs, Health Professional Scholarship Program.

Licensed practical and vocational nurse education

The number of state-approved programs for practical and vocational nursing remained fairly constant through 1983 with a 3.5 percent decline observed in 1984. The data in Table 2.42 show that as of October 15, 1984, there were 1,280 programs in practical and vocational nursing in the United States and outlying areas. Preliminary reports for 1985 indicated that as many as 20 percent of those programs may not have admitted students for the 1985–86 school year. The data in Table 2.43 provide information on the type of administrative control under which the programs functioned. Very small percentages of the programs were under the control of hospitals, secondary schools, or other agencies. The majority of the programs were in either technical/vocational schools or college settings.

Most programs for practical and vocational nursing are 10 to 12 months long. Most students are admitted and graduate in the same academic year. The enrollment data given in Table 2.44 are for the academic year following the admissions and graduation data. The enrollment figure dropped off significantly in 1983–84, and the number of graduations in 1984–85 would be expected to decrease. The number of graduates was fairly constant during this ten-year period.

The number of programs is given for each state for the last three years in Table 2.45. The overall number of programs dropped somewhat during that time. Some states had large changes in the number of programs between 1982 and 1984. The number of programs in North Carolina decreased by 18 and in Texas by 11, whereas Tennessee had 13 additional programs. The number of admissions, graduations, and enrollments for academic year 1983–84 and enrollments for October 15, 1984, are given for each individual state and outlying area in Table 2.46.

Table 2.42. Number of State-approved Programs of Practical and Vocational Nursing in the United States and Outlying Areas,[1] October 15, 1975–84

Year, as of October 15	*Number*	*Percent change*
1984	1,280	-3.5
1983[2]	1,326	0.5
1982	1,319	-0.9
1981	1,331	0.9
1980	1,319	0.1
1979	1,318	-0.8
1978	1,329	-0.7
1977	1,339	0.0
1976	1,339	0.1
1975	1,337	1.7

[1] Includes American Samoa and Puerto Rico for all years, Virgin Islands for 1983 and 1984, and Guam from 1975 to 1979.

[2] Revised.

SOURCE: National League for Nursing, *Nursing Data Review 1985*, and unpublished data, 1987.

Table 2.43. Number of State-approved Programs of Practical and Vocational Nursing in the United States,[1] by Type of Administrative Control, October 15, 1982–84

Administrative control	*Number of programs*		
	1984	*1983*	*1982*
Total	*1,254*	*1,297*	*1,295*
Trade, technical, or vocational school	644	679	673
University, college, or junior college	414	424	417
Hospital	85	97	108
Government agency other than hospital	18	17	17
Other independent agency	10	11	7
Secondary school	83	69	73

[1] Excludes American Samoa, Guam, Puerto Rico, and Virgin Islands.

SOURCE: National League for Nursing, Unpublished data, 1987.

Table 2.44. Admissions, Graduations, and Enrollments in State-approved Programs of Practical and Vocational Nursing in the United States and Outlying Areas,[1] Academic Years 1974–75 to 1983–84

Academic year[2]	*Admissions*	*Graduations*	*Enrollments*[3]
1983–84	59,439	45,086	50,538
1982–83	62,794	46,106	57,011
1981–82	61,517	44,204	58,747
1980–81	59,696	41,868	56,362
1979–80	57,454	42,536	53,874
1978–79	57,953	45,066	53,241
1977–78	61,586	45,991	55,620
1976–77	60,975	47,297	58,003
1975–76	62,272	48,081	59,370
1974–75	61,557	46,080	59,453

[1] Includes American Samoa and Puerto Rico for all years, Virgin Islands for 1982–83 and 1983–84, and Guam from 1974–75 to 1979–80.

[2] Reporting date for academic year is August 1–July 31.

[3] As of October 15 following close of academic year.

SOURCE: National League for Nursing, *Nursing Data Review 1985*, pp. 157, 164, and 167; and unpublished data, 1987.

Table 2.45. Number of State-approved Programs of Practical and Vocational Nursing in the United States and Outlying Areas, by Jurisdiction, October 15, 1982–84

State or area	*Number of programs*		
	1984	*1983*	*1982*
Total	*1,280*	*[1]1,326*	*1,319*
United States, total	*1,254*	*1,297*	*1,295*
Alabama	23	25	25
Alaska	1	1	1
Arizona	12	12	12
Arkansas	28	29	29
California	93	95	94
Colorado	16	18	18
Connecticut	10	10	10
Delaware	5	5	5
District of Columbia	3	3	3
Florida	36	37	37
Georgia	45	48	49
Hawaii	4	4	4
Idaho	8	8	8
Illinois	41	42	44
Indiana	19	18	17
Iowa	27	30	29
Kansas	18	18	18
Kentucky	16	16	16
Louisiana	35	37	38
Maine	5	5	5
Maryland	20	20	20
Massachusetts	24	26	25
Michigan	33	36	37
Minnesota	26	26	27
Mississippi	12	13	14
Missouri	35	34	34
Montana	5	5	5
Nebraska	8	8	9
Nevada	4	4	5
New Hampshire	5	5	5
New Jersey	32	32	31
New Mexico	10	10	9
New York	89	90	90
North Carolina	28	46	46
North Dakota	7	7	7
Ohio	45	47	46
Oklahoma	34	35	32
Oregon	12	12	11
Pennsylvania	57	56	54
Rhode Island	1	1	1
South Carolina	28	30	31
South Dakota	6	6	6
Tennessee	25	12	12
Texas	131	138	142
Utah	6	6	6
Vermont	3	3	3
Virginia	52	58	56
Washington	28	29	28
West Virginia	20	20	20
Wisconsin	14	14	14
Wyoming	7	7	7
Outlying areas, total	*26*	*29*	*24*
American Samoa	1	1	1
Puerto Rico	24	27	23
Virgin Islands	1	1	. . .

[1] Revised.

SOURCE: National League for Nursing, *Nursing Data Review 1985*, p. 152; and unpublished data, 1987.

Table 2.46. Admissions, Graduations, and Enrollments in State-approved Programs of Practical and Vocational Nursing in the United States and Outlying Areas, by Jurisdiction, Academic Year 1983–84

State or area	*Admissions*	*Graduations*[1]	*Enrollments*[2]
Total	*59,439*	*45,086*	*50,538*
United States, total	*57,865*	*44,054*	*48,840*
Alabama	1,782	1,392	1,178
Alaska	23	15	7
Arizona	378	400	301
Arkansas	1,198	947	762
California	4,094	2,999	3,861
Colorado	574	526	397
Connecticut	402	296	328
Delaware	180	89	210
District of Columbia	122	59	113
Florida	2,759	2,250	2,266
Georgia	1,977	1,301	1,519
Hawaii	96	114	93
Idaho	181	149	128
Illinois	2,481	1,913	2,059
Indiana	1,188	893	944
Iowa	741	710	589
Kansas	451	681	395
Kentucky	1,128	722	748
Louisiana	1,904	1,035	1,419
~~Maine~~	222	266	192
Maryland	579	429	596
Massachusetts	995	837	881
Michigan	1,674	1,348	1,501
Minnesota	1,556	1,058	1,078
Mississippi	796	588	741
Missouri	1,222	1,096	1,156
Montana	246	155	178
Nebraska	558	446	415
Nevada	75	57	62
New Hampshire	148	209	134
New Jersey	1,813	1,132	1,831
New Mexico	274	274	263
New York	4,464	2,933	4,407
North Carolina	1,063	788	860
North Dakota	289	256	206
Ohio	2,630	2,380	2,155
Oklahoma	929	720	808
Oregon	136	319	180
Pennsylvania	3,358	2,855	2,898
Rhode Island	100	87	96
South Carolina	790	576	710
South Dakota	271	231	193
Tennessee	1,165	821	1,110
Texas	5,292	3,885	4,370
Utah	365	311	338
Vermont	163	128	162
Virginia	1,761	1,083	1,981
Washington	1,071	953	856
West Virginia	1,124	497	408
Wisconsin	951	752	657
Wyoming	126	93	100
Outlying areas, total	*1,574*	*1,032*	*1,698*
American Samoa	12	12	17
Puerto Rico	1,542	1,020	1,661
Virgin Islands	20	. . .	20

[1] Includes information from programs closed between October 16, 1983, and October 15, 1984.
[2] As of October 15 following close of academic year.

SOURCE: National League for Nursing. Unpublished data, 1987.

3. Credentialing

The nursing profession has created a series of credentialing systems through which it can establish the competence of the individual nurse and the quality of educational programs. The three systems of credentialing are licensure, certification, and accreditation.

Through the licensure mechanism, the minimal competency of the individual nurse is established by the state or jurisdiction in which the nurse is licensed. This mechanism was established for the safety and protection of the public.

The second area of credentialing is certification. This largely voluntary program was set up to recognize a registered nurse's demonstrated knowledge and experience in a defined area of nursing practice. The American Nurses' Association and other nursing organizations offer certification programs in a wide variety of specialty areas.

The third area of credentialing is the accreditation of educational programs. The National League for Nursing accredits schools of nursing for registered nurses. NLN and the National Association for Practical Nurse Education and Service accredit educational programs for licensed practical and vocational nurses. ANA administers an accreditation and approval system for continuing education in nursing.

Licensure for registered nurses

Registered nurses are licensed by individual state boards of nursing in each state or jurisdiction. The requirements and regulations governing this licensure vary by state. Information about requirements is collected by the National Council of State Boards of Nursing from its member boards in the fifty states, the District of Columbia, and four U.S.-associated jurisdictions—American Samoa, Guam, Virgin Islands, and Commonwealth of Northern Marianas. The commonwealth is a new member, and data on this jurisdiction are not included in these tables. All jurisdictions use the same licensing examinations. The term *state* is used in this chapter to refer to the member states and U.S.-associated areas.

Some of the requirements for licensure as a registered nurse are given in Table 3.1. Not all of the requirements are included because many of them are nearly uniform in all states. For example, all states require graduation from an approved or accredited educational program for registered nurses, and no states accept work experience in lieu of education. Other requirements such as U.S. citizenship and age restrictions exist in a very few states. The requirements listed in the table were selected because they do vary considerably among states. Most states currently require high school graduation as a prerequisite for licensure as a registered nurse. However, thirteen states accept a high school equivalency certificate based on the General Educational Development Test as a substitute for high school graduation. Twenty-seven states require good moral character and 22 require good physical and mental health. Twenty-five states require that the applicant speak English proficiently and 20 have an explicit requirement that the applicant have no felony or other criminal record.

Nursing practice acts governing licensure vary considerably among the states in the specificity of their requirements for licensure. For example, some states have only one or two of the six requirements for licensure listed in the table and others require all six. The information in the table was provided by the state boards of nursing to the National Council of State Boards of Nursing. Requirements change from year to year and may have changed by the time of publication of this edition of *Facts About Nursing.*

The next set of tables provides data on the activities of the state boards of nursing with regard to the licensure of registered nurses. The boards license registered nurses new in their state by one of two methods. The first method, examination, is for the graduate nurse who has never been licensed in any state. The second, endorsement, is for the registered nurse who already holds a license in another state.

Registered nurses who have never been licensed in the United States or one of the associated areas are required to take the National Council Licensure Examination, NCLEX. The number of nurses who were issued licenses in each state after passing the examinations in 1984 and 1985 is given in Table 3.2 in the column "Examination." These nurses were new to the work force and therefore constituted an addition to the supply of nurses. The column "Endorsement" refers primarily to nurses licensed previously in another state and seeking licensure in a given state. These nurses do not constitute additions to the national supply of nurses but rather illustrate the mobility of nurses among states.

However, there are exceptions to these general rules. In the state of New York, in some years and under specific circumstances, nurses not previously licensed in that state are required to take the examination. As a result, not all of the nurses licensed by examination in New York are new in the supply in the United States. Also, nurses from Canada are endorsed in some states. These nurses are counted as endorsements but are nurses new in the United States.

The numbers in the table must be interpreted with great care in terms of estimating adjustments to the supply of nurses in the United States because the two methods of licensing nurses new in a state were not uniformly additions to the supply. In addition, the numbers for 1984 should be used with care because a number of states did not provide data for that year.

One interesting distinction among the states is the difference in the number of examinations and endorsements within an individual state. A state that licenses more nurses by examination than by endorsement is educating more nurses relative to the number of nurses moving into the state. Some states, with very few nurses licensed by examination but large numbers by endorsement, are clearly importing more nurses from other states. States can be classified into two categories: those that educate nurses and those that import nurses. An important piece of information — missing from this analysis and these data — that would affect the conclusion about an individual state is the number of nurses previously licensed in the state who moved out of the state.

One function of state boards of nursing is to maintain licenses issued previously to registered nurses in their state or jurisdiction. Most states require registered nurses to renew their license annually, biennially, or in some cases every three years. Renewal cycles and expiration dates vary considerably among states, making interpretation of these data extremely difficult. For some states, the number of renewals for three years is needed to estimate the total number of nurses licensed in that state. Most of the licenses counted in the "Reinstatement" column in Table 3.3 were issued to nurses who had let their license lapse but had reinstated it within the grace period allowed. This column also includes a few nurses who were reinstated following disciplinary suspension.

None of the licenses in Table 3.3 was issued to nurses new to the supply. To the extent that nurses choose not to renew their licenses in any of the states in which they are licensed, the supply of nurses decreases. However, since nurses may be licensed in more than one state, dropping a license in one state does not mean the nurse has dropped all licenses; the nurse may in fact be practicing in another state. Therefore, decreases in the number of renewals in a state does not necessarily mean a decrease in the supply of nurses in the United States. As a result, changes in renewal and reinstatement numbers are difficult to interpret on a national basis. State-level data may be useful in examining the trend within a particular state.

A number of states did not provide data for 1984. However, all of them returned questionnaires for 1985. Therefore, states with no renewals in 1985 had none because they had a two- or three-year renewal period in which they renewed all of the licenses in one year and did not renew any in the other years. In other states, the expiration dates of nurses' licenses were spread throughout the two- or three-year period. These annual renewal numbers reflected either one-half or one-third of all the nurses licensed in that state. Information about the renewal periods of the states as of 1983 was given in *Facts About Nursing 84–85.*

Nurses educated in nursing programs not in the United States are also licensed in each state, but in much smaller numbers. Table 3.4 provides information on the number of licenses issued in 1984 and 1985 to registered nurses who had graduated from foreign nursing programs. In 1985, a few states — California, Illinois, New Jersey, New York and Pennsylvania — licensed the majority of the foreign-educated nurses. The number of nurses licensed in a particular state may vary considerably from year to year.

The numbers in Table 3.5 represent the total number of nurses licensed in a particular state as of December 31 of the year listed. These numbers must be interpreted with great care, however, because they do not represent the supply of nurses in that state. There are several reasons for this. First, nurses may hold licenses in more than one state. Therefore, within the total number of licenses in the United States, an individual nurse may be counted twice, three times, or as many as ten times. Based on the results of the 1984 sample survey, it was estimated that as many as 250,000 nurses held duplicate licenses and therefore were counted more than once in the total number of licenses issued.

A second reason concerns the individual state's renewal cycle, which may affect the total number of licenses reported by the state. If the date on which the total number of licenses is reported occurs immediately after the expiration date of the licenses, nurses who did not renew on time but were reinstated within the grace period are not counted. This leads to an undercounting of the total number of licenses.

A third reason is that nurses working in federal installations in a particular state do not have to have a license in that state but may be licensed by any state. Therefore, they are not counted in the total licenses for the state but are counted as part of the supply of nurses in that state. These and other problems in interpreting the number of licenses in each state make the total number of licenses in each state and in the United States (the sum of the licenses in each state) difficult to interpret in terms of supply of nurses.

Some inconsistencies in this table between the years 1984 and 1985 indicate that some states did not report the total number of licenses. Although the total number was requested, it appears that these states reported the number of renewals or some other figure that was less than the total number of licenses. In any case, the total number of licenses cannot be used as an estimate of either the supply or the population of nurses in a state.

Table 3.1. Requirements[1] for Licensure as a Registered Nurse, by Jurisdiction, Spring 1986

State or territory	*Require high school graduation*	*Accept graduate of equivalency program*	*Good moral character*	*Good physical and mental health*	*Proficiency in English*	*No felony or other criminal record*
Total	*40*	*13*	*27*	*22*	*25*	*20*
Alabama	Yes	...	Yes	...	...	...
Alaska	Yes	...	...	...	...	Yes
Arizona	Yes	...	Yes	Yes	...	Yes
Arkansas	Yes	...	Yes	Yes	...	...
California	Yes	Yes	...	...	...	...
Colorado	...	...	...	...	Yes	...
Connecticut	Yes	Yes	...	...	...	...
Delaware	Yes	...	Yes	Yes	...	...
District of Columbia	Yes	Yes	Yes	Yes	Yes	Yes
Florida	Yes	...	...	Yes	Yes	...
Georgia	...	...	...	...	...	...
Hawaii	Yes	Yes	Yes	Yes	Yes	Yes
Idaho	...	...	...	Yes	...	...
Illinois	Yes	...	Yes	Yes	Yes	Yes
Indiana	Yes	...	...	...	...	Yes
Iowa	Yes	...	...	...	...	Yes
Kansas	Yes	Yes	...	Yes	Yes	Yes
Kentucky	Yes	...	...	Yes	...	Yes
Louisiana	...	...	...	...	...	Yes
Maine	Yes	...	...	...	Yes	...
Maryland	...	...	...	...	Yes	Yes
Massachusetts	Yes	...	Yes	...	Yes	...
Michigan	...	Yes	Yes	...	Yes	...
Minnesota	...	...	Yes	Yes	...	...
Mississippi	...	...	...	...	Yes	...
Missouri	Yes	Yes	Yes	...	Yes	...
Montana	Yes	...	...	...	...	...
Nebraska	Yes	Yes	Yes	...	Yes	...
Nevada	Yes	...	Yes	...	...	...
New Hampshire	...	Yes	...	Yes	...	Yes
New Jersey	Yes	...	Yes	...	Yes	...
New Mexico	Yes	...	...	...	...	...
New York	...	...	Yes	...	Yes	...
North Carolina	Yes	...	...	Yes	...	...
North Dakota	...	...	...	...	...	...
Ohio	Yes	...	Yes	...	Yes	Yes
Oklahoma	Yes	...	Yes	Yes	Yes	Yes
Oregon	Yes	...	...	Yes	Yes	...
Pennsylvania	Yes	Yes	Yes	...	Yes	Yes
Rhode Island	Yes	...	Yes	...	...	...
South Carolina	Yes	...	Yes	Yes	...	...
South Dakota	Yes	...	...	...	Yes	Yes
Tennessee	Yes	...	...	Yes	Yes	...
Texas	...	...	...	...	Yes	...
Utah	Yes	...	Yes	Yes	...	...
Vermont	Yes	Yes	Yes	Yes	Yes	...
Virginia	Yes	Yes	...	...	...	...
Washington	...	...	Yes	Yes	...	...
West Virginia	Yes	...	Yes	...	...	Yes
Wisconsin	Yes	...	...	...	Yes	Yes
Wyoming	...	...	Yes	Yes	...	Yes
American Samoa	Yes	Yes	Yes	Yes	Yes	Yes
Guam	Yes	...	...	...	...	...
Virgin Islands	Yes	...	Yes	...	...	...

[1] All jurisdictions require graduation from an approved program. Some jurisdictions have additional requirements not listed.

SOURCE: National Council of State Boards of Nursing. *A Collection of Licensure Requirements of the National Council's 60 Member Boards of Nursing.*

Table 3.2. Licenses Issued to Registered Nurses New in State or Territory, by Method of Licensure and Jurisdiction Issuing License, 1984 and 1985

State or territory	*1985*			*1984*		
	Total	*Examination*	*Endorsement*	*Total*	*Examination*	*Endorsement*
Alabama	2,547	1,834	713	2,553	1,793	760
Alaska	525	106	419	568	93	475
Arizona	3,035	930	2,105	2,690	899	1,791
Arkansas	1,326	802	524	1,171	637	534
California	12,894	6,954	5,940	13,006	7,240	5,766
Colorado	2,821	725	2,096	2,279	692	1,587
Connecticut	2,412	1,172	1,240	2,160	1,024	1,136
Delaware	731	275	456	538	268	270
District of Columbia	1,688	221	1,467	(1)	(1)	(1)
Florida	8,850	3,682	5,168	9,508	3,747	5,761
Georgia	3,834	1,759	2,075	4,389	1,676	2,713
Hawaii	662	162	500	854	174	680
Idaho	620	211	409	588	244	344
Illinois	6,748	4,671	2,077	6,384	6,384	(1)
Indiana	3,764	2,549	1,215	(1)	(1)	(1)
Iowa	2,124	1,498	626	1,987	1,458	529
Kansas	1,808	1,024	784	1,663	940	723
Kentucky	2,291	1,214	1,077	2,069	1,185	884
Louisiana	2,525	1,101	1,424	2,274	901	1,373
Maine	1,013	473	540	975	419	556
Maryland	3,499	1,750	1,749	3,657	1,783	1,874
Massachusetts	4,637	3,129	1,508	3,925	2,728	1,197
Michigan	4,771	3,484	1,287	(1)	(1)	(1)
Minnesota	2,635	1,842	793	2,668	1,891	777
Mississippi	1,307	902	405	1,321	877	444
Missouri	3,866	2,141	1,725	3,123	1,893	1,230
Montana	526	252	274	538	234	304
Nebraska	1,043	669	374	964	664	300
Nevada	663	222	441	827	244	583
New Hampshire	1,292	299	993	1,056	308	748
New Jersey	4,294	2,506	1,788	4,972	2,653	2,319
New Mexico	1,060	377	683	1,148	432	716
New York	5,809	5,809	...	10,609	10,601	8
North Carolina	3,846	2,068	1,778	3,667	2,094	1,573
North Dakota	543	356	187	598	331	267
Ohio	6,390	4,837	1,553	6,202	4,720	1,482
Oklahoma	1,727	888	839	1,787	971	816
Oregon	1,808	844	964	1,775	868	907
Pennsylvania	7,649	5,590	2,059	7,012	5,037	1,975
Rhode Island	768	393	375	654	348	306
South Carolina	2,141	908	1,233	1,933	789	1,144
South Dakota	565	336	229	538	347	191
Tennessee	3,165	1,867	1,298	3,340	1,790	1,550
Texas	8,561	4,145	4,416	8,350	4,181	4,169
Utah	791	429	362	919	530	389
Vermont	507	169	338	(1)	(1)	(1)
Virginia	4,486	1,875	2,611	3,023	1,720	1,303
Washington	3,153	1,217	1,936	3,116	1,291	1,825
West Virginia	1,314	802	512	1,287	778	509
Wisconsin	3,853	2,096	1,757	3,060	2,114	946
Wyoming	465	122	343	407	103	304
American Samoa	10	1	9	6	2	4
Guam	64	16	48	79	38	41
Virgin Islands	244	9	235	242	37	205

[1] Not reported.

SOURCE: National Council of State Boards of Nursing, *1983 and 1984 Licensure and Examination Statistics*, p. 31, and unpublished data, 1987.

Table 3.3. Licenses Issued to Registered Nurses Previously Licensed in State or Territory, by Method of Licensure and Jurisdiction Issuing License, 1984 and 1985

State or territory	*1985*			*1984*		
	Total	*Renewal*	*Reinstatement*	*Total*	*Renewal*	*Reinstatement*
Alabama	2,599	...	2,599	252	252	...
Alaska	4,649	4,601	48	4,218	[1]4,218	(2)
Arizona	400	54	346	25,231	25,231	(3)
Arkansas	7,683	7,677	6	7,442	7,438	4
California	101,911	101,905	6	102,338	102,320	18
Colorado	15,280	14,986	294	14,360	14,360	...
Connecticut	36,780	36,573	207	41,882	41,526	356
Delaware	6,574	6,529	45	6,737	6,636	101
District of Columbia	498	498	...	(3)	(3)	(3)
Florida	49,474	41,265	8,209	...	...	...
Georgia	411	...	411	38,041	37,642	399
Hawaii	9,497	9,497	...	7,716	[1]7,716	(2)
Idaho	6,264	6,212	52	[4]3,200	[4]3,144	[4]56
Illinois	989	89	900	106,198	[1]106,198	(2)
Indiana	45,390	45,386	4	(3)	(3)	(3)
Iowa	9,180	8,887	293	9,147	8,870	277
Kansas	10,400	10,000	400	(3)	(3)	(3)
Kentucky	391	...	391	24,953	23,858	1,095
Louisiana	24,756	23,769	987	25,697	24,629	1,068
Maine	10,497	10,219	278	1,856	1,616	240
Maryland	21,939	21,939	...	19,843	19,843	...
Massachusetts	74,384	74,363	21	79,292	79,292	...
Michigan	42,532	42,106	426	(3)	(3)	(3)
Minnesota	41,320	40,771	549	32,011	31,479	532
Mississippi	628	...	628	14,810	14,728	82
Missouri	47,542	47,542	...	39,374	39,374	...
Montana	8,094	7,683	411	7,968	7,968	...
Nebraska	15,595	15,144	451	15,702	15,186	516
Nevada	101	56	45	4,989	4,989	...
New Hampshire	4,058	3,814	244	7,269	6,931	338
New Jersey	44,820	44,816	4	86,857	86,851	6
New Mexico	7,381	7,125	256	327	198	129
New York	221,223	221,223	...	...	...	...
North Carolina	26,515	21,669	4,846	23,429	22,164	1,265
North Dakota	6,146	6,143	3	6,788	[1]6,788	(2)
Ohio	101,960	100,903	1,057	108,212	108,212	...
Oklahoma	190	...	190	18,199	18,074	125
Oregon	11,759	11,376	383	11,693	11,418	275
Pennsylvania	160,501	160,500	1	...	...	...
Rhode Island	11,940	11,940	...	11,606	11,606	...
South Carolina	18,695	18,238	457	19,228	18,784	444
South Dakota	3,632	3,553	79	3,031	[1]3,031	(2)
Tennessee	38,017	38,017	...	36,053	36,053	...
Texas	48,542	48,522	20	44,588	44,573	15
Utah	8,830	8,776	54	27	...	27
Vermont	6,231	6,231	...	(3)	(3)	(3)
Virginia	24,503	23,788	715	25,000	25,000	...
Washington	37,179	37,158	21	40,028	40,028	...
West Virginia	15,579	14,909	670	15,849	15,849	...
Wisconsin	8,877	8,877	...	41,714	40,429	1,285
Wyoming	82	...	82	2,783	2,755	28
American Samoa	25	25	...	18	18	...
Guam	408	403	5	10	...	10
Virgin Islands	622	622	...	635	635	...

[1] May include reinstatements.

[2] May be included in renewals.

[3] Not reported.

[4] Adjusted, estimated twelve months.

SOURCE: National Council of State Boards of Nursing, *1983 and 1984 Licensure and Examination Statistics*, p. 32, and unpublished data, 1987.

Table 3.4. Licenses Issued to Registered Nurses Who Graduated from Foreign Nursing Programs, by Jurisdiction Issuing License, 1984 and 1985

State or territory	*1985*	*1984*
Total	*5,517*	*7,995*
Alabama	8	3
Alaska	11	(1)
Arizona	26	34
Arkansas	28	69
California	1,704	1,997
Colorado	26	(1)
Connecticut	(1)	(1)
Delaware	5	...
District of Columbia	(1)	(1)
Florida	270	538
Georgia	(1)	88
Hawaii	(1)	(1)
Idaho	3	4
Illinois	404	377
Indiana	(1)	(1)
Iowa	13	9
Kansas	1	7
Kentucky	17	11
Louisiana	85	82
Maine	20	8
Maryland	135	103
Massachusetts	54	59
Michigan	(1)	(1)
Minnesota	43	37
Mississippi	8	10
Missouri	30	50
Montana	2	2
Nebraska	3	5
Nevada	30	22
New Hampshire	23	3
New Jersey	261	1,143
New Mexico	65	37
New York	829	2,094
North Carolina	9	21
North Dakota	...	1
Ohio	61	80
Oklahoma	21	45
Oregon	9	(1)
Pennsylvania	983	145
Rhode Island	1	4
South Carolina	(1)	13
South Dakota	1	2
Tennessee	8	11
Texas	213	464
Utah	4	2
Vermont	...	(1)
Virginia	(1)	63
Washington	29	130
West Virginia	1	5
Wisconsin	49	178
Wyoming	3	7
American Samoa	1	1
Guam	16	26
Virgin Islands	4	5

[1] Not reported.

SOURCE: National Council of State Boards of Nursing. *1983 and 1984 Licensure and Examination Statistics*, p. 37, and unpublished data, 1987.

Table 3.5. Number of Registered Nurses Licensed in each State or Territory, as of December 31, 1984 and 1985

State or territory	*1985*	*1984*
Alabama	27,191	22,634
Alaska	5,174	4,917
Arizona	25,372	22,686
Arkansas	15,410	15,104
California	195,612	217,011
Colorado	30,000	34,000
Connecticut	49,041	44,042
Delaware	7,988	7,298
District of Columbia	13,409	(1)
Florida	90,740	92,891
Georgia	43,418	40,495
Hawaii	8,022	6,783
Idaho	7,494	7,731
Illinois	119,804	112,226
Indiana	49,154	(1)
Iowa	29,803	29,833
Kansas	22,107	21,653
Kentucky	24,393	21,702
Louisiana	27,254	24,629
Maine	12,807	12,702
Maryland	47,508	46,405
Massachusetts	74,363	83,217
Michigan	90,146	(1)
Minnesota	43,870	42,121
Mississippi	15,747	16,131
Missouri	42,845	42,497
Montana	8,620	8,506
Nebraska	16,638	16,666
Nevada	6,558	5,820
New Hampshire	16,023	(1)
New Jersey	85,440	91,829
New Mexico	9,594	9,290
New York	227,942	217,697
North Carolina	49,521	45,500
North Dakota	6,686	6,788
Ohio	106,037	108,212
Oklahoma	21,780	19,984
Oregon	25,665	25,270
Pennsylvania	160,886	(1)
Rhode Island	12,708	11,787
South Carolina	20,379	13,933
South Dakota	7,387	3,569
Tennessee	39,229	33,237
Texas	105,852	98,955
Utah	10,026	10,615
Vermont	6,738	(1)
Virginia	51,408	50,000
Washington	40,864	43,334
West Virginia	16,893	17,136
Wisconsin	48,163	44,874
Wyoming	3,813	3,190
American Samoa	39	30
Guam	403	426
Virgin Islands	610	877

[1] Not reported.

SOURCE: National Council of State Boards of Nursing. *1983 and 1984 Licensure and Examination Statistics*, p. 42, and unpublished data, 1987.

Licensure for practical and vocational nurses

Licensed practical and vocational nurses also are licensed in order to guarantee the minimum competency and safety of the nurse to practice. The regulations controlling this process are governed by the individual states, and they vary considerably. The information given in Table 3.6 provides some of the basic requirements for licensure as a licensed practical or vocational nurse. A comparison of this table with Table 3.1 shows that many of the requirements with regard to moral character, physical and mental health, proficiency in English, and felony and criminal records are very similar within a given state for the two types of licensure. There are some differences, however, between the licensed practical and vocational nurse requirements and the registered nurse requirements. For example, two jurisdictions accept work experience in lieu of education for licensed practical and vocational nurses and do not require graduation from a state-approved school. Fewer states require high school graduation for the practical and vocational nurse license than for the registered nurse license. Twenty-two states accept graduation from an equivalency program in lieu of high school graduation. In addition, more states have age restrictions on the practical and vocational nurse than have age restrictions on the registered nurse. Three states require U.S. citizenship.

The next set of tables provides the same information for licensed practical and vocational nurses as that given in earlier tables in this chapter for registered nurses. Table 3.7 provides information on the licensing of practical and vocational nurses new in the state. The nurses may be licensed by examination or by endorsement. Those licensed by examination typically have never been licensed in any state. The endorsement procedure is used for nurses who are licensed in other states. In Table 3.8, data are provided on the maintenance of licenses for nurses licensed previously in the state. Nurses renew their licenses according to the renewal cycle in the state. These generally correspond to the registered nurse renewal cycles except in a few states where practical and vocational nurse licensure is governed by a separate board of nursing. All of the problems discussed previously about renewals and reinstatements for the registered nurse apply also to these data.

The total number of practical and vocational nurses licensed in each state in 1984 and 1985 is given in Table 3.9. These numbers do not refer to the supply of licensed practical and vocational nurses in each state. The number of duplicate licenses held by practical and vocational nurses is somewhat smaller than the number held by registered nurses. However, the problem of duplicate licenses and the other problems associated with interpreting numbers of licenses as described for registered nurses in the previous section exist for licensed practical and vocational nurses also.

Table 3.6. Requirements[1] for Licensure as a Licensed Practical/Vocational Nurse, by Jurisdiction, Spring 1986

State or territory	*Require high school graduation*	*Accept graduate of equivalency program*	*Good moral character*	*Good physical and mental health*	*Proficiency in English*	*No felony or other criminal record*
Total	*36*	*22*	*29*	*23*	*21*	*18*
Alabama	Yes	Yes	Yes	...	...	...
Alaska	Yes	...	...	...	...	Yes
Arizona	...	...	Yes	Yes	...	Yes
Arkansas	Yes	Yes	Yes	...	...	Yes
California[2]	...	...	...	...	...	...
Colorado	...	...	...	...	Yes	...
Connecticut	Yes	Yes	...	...	...	...
Delaware	Yes	...	Yes	Yes	...	...
District of Columbia	...	...	...	...	...	...
Florida	Yes	Yes	...	Yes	Yes	...
Georgia	Yes	...	Yes	Yes	...	Yes
Hawaii	Yes	Yes	Yes	Yes	Yes	Yes
Idaho	...	...	...	Yes	...	...
Illinois	Yes	...	Yes	Yes	...	Yes
Indiana	Yes	...	...	...	...	Yes
Iowa	Yes	...	...	...	...	Yes
Kansas	Yes	Yes	...	Yes	Yes	Yes
Kentucky	Yes	...	...	Yes	...	Yes
Louisiana	Yes	...	Yes	...	...	...
Maine	Yes	Yes	...	Yes	Yes	...
Maryland	Yes	...	...	...	Yes	Yes
Massachusetts	Yes	Yes	Yes	...	Yes	...
Michigan	...	Yes	Yes	...	Yes	...
Minnesota	...	...	Yes	Yes	...	...
Mississippi	Yes	Yes	...	...	Yes	...
Missouri	Yes	Yes	Yes	...	Yes	...
Montana	Yes	...	...	...	...	...
Nebraska	Yes	Yes	Yes	...	Yes	...
Nevada	Yes	...	Yes	...	...	...
New Hampshire	...	Yes	...	Yes	...	Yes
New Jersey	...	Yes	Yes	...	Yes	...
New Mexico	Yes	...	...	...	...	...
New York	Yes	Yes	Yes	...	...	...
North Carolina	Yes	...	...	Yes	...	...
North Dakota	...	...	...	...	...	...
Ohio	Yes	...	Yes	...	Yes	Yes
Oklahoma	...	...	Yes	Yes	Yes	...
Oregon	Yes	...	...	Yes	Yes	...
Pennsylvania	Yes	Yes	Yes	...	Yes	Yes
Rhode Island	Yes	...	Yes	...	...	...
South Carolina	...	Yes	Yes	Yes	...	...
South Dakota	Yes	Yes	...	...	Yes	Yes
Tennessee	Yes	...	...	Yes	Yes	...
Texas	...	...	Yes	Yes	...	...
Utah	Yes	Yes	Yes	Yes	...	...
Vermont	Yes	Yes	Yes	Yes	Yes	...
Virginia	...	...	...	...	...	...
Washington	...	Yes	Yes	Yes	...	...
West Virginia	...	...	Yes	...	...	...
Wisconsin	...	...	...	...	Yes	Yes
Wyoming	...	...	Yes	Yes	...	Yes
American Samoa	Yes	Yes	Yes	Yes	Yes	Yes
Guam	Yes	...	...	...	...	...
Virgin Islands	Yes	...	Yes	...	...	...

[1] All but two jurisdictions require graduation from an approved program. Minnesota and Hawaii accept work experience in lieu of education. Some jurisdictions have additional requirements not listed.
[2] Information not available.

SOURCE: National Council of State Boards of Nursing, *A Collection of Licensure Requirements of the National Council's 60 Member Boards of Nursing.*

Table 3.7. Licenses Issued to Practical/Vocational Nurses New in State or Territory, by Method of Licensure and Jurisdiction Issuing License, 1984 and 1985

State or territory	*1985*			*1984*		
	Total	*Examination*	*Endorsement*	*Total*	*Examination*	*Endorsement*
Alabama	1,287	1,060	227	1,532	1,325	207
Alaska	132	26	106	181	36	145
Arizona	1,123	456	667	1,235	691	544
Arkansas	1,159	947	212	1,146	932	214
California	6,112	4,742	1,370	...	...	...
Colorado	752	361	391	977	547	430
Connecticut	509	320	189	501	331	170
Delaware	155	83	72	159	95	64
District of Columbia	19	4	15	(1)	(1)	(1)
Florida	4,052	2,268	1,784	4,563	2,772	1,791
Georgia	1,556	1,021	535	1,506	1,216	290
Hawaii	227	134	93	433	253	180
Idaho	170	95	75	269	176	93
Illinois	2,050	1,664	386	822	822	(1)
Indiana	1,221	879	342	(1)	(1)	(1)
Iowa	954	835	119	1,159	1,052	107
Kansas	846	582	264	918	649	269
Kentucky	871	639	232	886	679	207
Louisiana	1,283	889	394	1,420	1,087	333
Maine	328	201	127	384	257	127
Maryland	1,082	713	369	995	424	571
Massachusetts	983	741	242	1,184	958	226
Michigan	1,688	1,334	354	(1)	(1)	(1)
Minnesota	1,009	838	171	1,228	1,037	191
Mississippi	719	559	160	806	630	176
Missouri	1,430	933	497	1,626	1,110	516
Montana	248	153	95	257	148	109
Nebraska	437	339	98	524	443	81
Nevada	199	50	149	420	207	213
New Hampshire	368	152	216	370	179	191
New Jersey	1,622	1,283	339	3,048	2,653	395
New Mexico	513	316	197	483	324	159
New York	5,319	5,319	...	7,834	7,834	...
North Carolina	1,380	882	498	1,462	1,023	439
North Dakota	209	181	28	328	258	70
Ohio	2,139	1,767	372	2,698	2,341	357
Oklahoma	928	647	281	1,117	807	310
Oregon	630	436	194	642	455	187
Pennsylvania	2,413	2,136	277	3,069	2,775	294
Rhode Island	144	82	62	169	114	55
South Carolina	886	594	292	974	696	278
South Dakota	194	143	51	326	246	80
Tennessee	1,358	933	425	1,642	1,170	472
Texas	4,240	3,017	1,223	4,919	3,600	1,319
Utah	503	422	81	534	454	80
Vermont	178	122	56	(1)	(1)	(1)
Virginia	1,572	1,001	571	1,609	1,109	500
Washington	1,129	829	300	1,336	999	337
West Virginia	634	467	167	632	504	128
Wisconsin	847	490	357	909	752	157
Wyoming	160	78	82	177	79	98
American Samoa	3	3	...	10	10	...
Guam	29	15	14	49	36	13
Virgin Islands	18	9	9	21	3	18

[1] Not reported.

SOURCE: National Council of State Boards of Nursing, *1983 and 1984 Licensure and Examination Statistics*, p. 35, and unpublished data, 1987.

Table 3.8. Licenses Issued to Practical/Vocational Nurses Previously Licensed in State or Territory, by Method of Licensure and Jurisdiction Issuing License, 1984 and 1985

State or territory	*1985*			*1984*		
	Total	*Renewal*	*Reinstatement*	*Total*	*Renewal*	*Reinstatement*
Alabama	13,628	12,394	1,234	15,535	15,535	...
Alaska	1,185	1,173	12	1,032	[1]1,032	(2)
Arizona	5,929	5,867	62	7,114	7,114	...
Arkansas	7,050	7,044	6	7,298	7,291	7
California	32,206	32,202	4	(3)	(3)	(3)
Colorado	167	...	167	8,161	8,161	...
Connecticut	10,885	10,819	66	12,286	12,229	57
Delaware	44	...	44	18	...	18
District of Columbia	2,301	2,301	...	(3)	(3)	(3)
Florida	20,789	15,972	4,817	...	...	...
Georgia	24,404	24,300	104	93	...	93
Hawaii	3,465	3,465	...	2,754	[1]2,754	(2)
Idaho	3,689	3,573	116	[4]1,678	[4]1,640	[4]38
Illinois	18,675	18,400	275	11,450	[1]11,450	(2)
Indiana	15,694	15,689	5	(3)	(3)	(3)
Iowa	2,940	2,785	155	3,084	2,958	126
Kansas	3,700	3,500	200	(3)	(3)	(3)
Kentucky	10,317	9,522	795	147	...	147
Louisiana	17,072	17,070	2	17,348	16,478	870
Maine	2,378	2,285	93	3,747	3,593	154
Maryland	5,140	5,140	...	6,176	6,176	...
Massachusetts	22,831	22,830	1	...	...	...
Michigan	21,294	21,053	241	(3)	(3)	(3)
Minnesota	19,715	19,078	637	9,569	9,189	380
Mississippi	10,010	9,923	87	9,746	9,194	552
Missouri	20,044	20,044	...	16,748	16,748	...
Montana	3,084	2,813	271	3,006	3,006	...
Nebraska	5,836	5,571	265	6,044	5,759	285
Nevada	48	20	28	1,609	1,609	...
New Hampshire	1,314	1,210	104	2,181	2,057	124
New Jersey	13,504	13,498	6	26,307	26,302	5
New Mexico	161	98	63	2,968	2,796	172
New York	80,658	80,658	...	...	...	...
North Carolina	9,999	7,354	2,645	10,395	9,631	764
North Dakota	3,081	3,080	1	3,452	[1]3,452	(2)
Ohio	594	...	594	44,356	44,356	...
Oklahoma	12,004	11,508	496	509	116	393
Oregon	2,613	2,483	130	2,755	2,602	153
Pennsylvania	...	...	...	[4]27,178	[1,4]27,178	(2)
Rhode Island	3,416	3,416	...	3,533	3,533	(3)
South Carolina	8,499	8,100	399	9,493	9,140	353
South Dakota	1,456	1,402	54	1,223	[1]1,223	(2)
Tennessee	15,264	15,264	...	...	...	...
Texas	34,764	34,751	13	34,737	34,716	21
Utah	17	...	17	2,500	2,479	21
Vermont	2,596	2,594	2	(3)	(3)	(3)
Virginia	10,112	9,827	285	10,000	10,000	...
Washington	15,349	15,348	1	15,182	14,870	312
West Virginia	7,250	6,971	279	7,350	7,121	229
Wisconsin	16,370	16,370	...	96	...	96
Wyoming	45	...	45	955	936	19
American Samoa	150	150	...	210	210	...
Guam	143	140	3	2	...	2
Virgin Islands	224	224	...	204	204	...

[1] May include reinstatements.
[2] May be included with renewals.
[3] Not reported.
[4] Adjusted, estimated twelve months.

SOURCE: National Council of State Boards of Nursing, *1983 and 1984 Licensure and Examination Statistics*, p. 36, and unpublished data, 1987.

Table 3.9. Number of Practical/Vocational Nurses Licensed in Each State or Territory, 1984 and 1985

State or territory	*1985*	*1984*	*State or territory*	*1985*	*1984*
Alabama	15,244	15,430	Nebraska	6,273	6,568
Alaska	1,317	1,344	Nevada	2,193	2,028
Arizona	5,823	6,741	New Hampshire	4,477	(1)
Arkansas	14,327	14,210	New Jersey	24,107	29,355
California	62,603	(1)	New Mexico	4,046	4,018
Colorado	8,950	11,000	New York	78,386	70,561
Connecticut	12,870	12,787	North Carolina	19,705	19,000
Delaware	1,743	2,189	North Dakota	3,289	3,453
District of Columbia	2,320	(1)	Ohio	47,089	44,356
Florida	36,861	39,918	Oklahoma	12,875	12,477
Georgia	25,856	25,890	Oregon	6,396	6,474
Hawaii	2,771	2,842	Pennsylvania	57,227	(1)
Idaho	3,927	3,492	Rhode Island	3,575	3,550
Illinois	31,994	34,608	South Carolina	9,385	9,641
Indiana	16,915	(1)	South Dakota	3,106	1,549
Iowa	10,846	11,581	Tennessee	20,285	(1)
Kansas	7,408	7,372	Texas	70,911	71,061
Kentucky	8,949	9,986	Utah	3,194	4,688
Louisiana	17,974	18,100	Vermont	2,774	(1)
Maine	4,531	4,131	Virginia	21,483	20,000
Maryland	11,429	11,410	Washington	16,478	16,518
Massachusetts	22,830	28,198	West Virginia	7,884	7,982
Michigan	38,187	(1)	Wisconsin	17,217	18,613
Minnesota	21,564	20,955	Wyoming	1,337	1,132
Mississippi	10,011	10,552	American Samoa	160	220
Missouri	18,338	18,374	Guam	140	176
Montana	3,332	3,263	Virgin Islands	220	225

[1] Not reported.

SOURCE: National Council of State Boards of Nursing, *1983 and 1984 Licensure and Examination Statistics*, p. 42, and unpublished data, 1987.

Examination data

Registered nurses are required to pass a licensing examination in order to be licensed in any state. The National Council Licensing Examination for Registered Nurses (NCLEX-RN) is used in all the states and is provided to the individual state boards by the National Council of State Boards of Nursing. The examination is designed to ensure that the graduate nurse has the minimal competencies required to practice as a registered nurse.

Statistics about the registered nurse licensing examination are presented in this section. The number of nurses who took the examination and the percentage that passed are provided in Table 3.10 for each examination period from 1983 to 1985. The examination is given in February and July of each year. About 90 percent of the candidates who took the examination passed the first time. Of the 10 percent who repeated the examination, the proportion passing was closer to 50 percent. Data are also presented for graduates of foreign schools of nursing. The proportion of those candidates passing the examination was much lower, around 40 percent for first-time candidates and closer to 20 percent for repeat candidates. These percentages did not vary much by year or date of test.

The summary data in Table 3.10 show that the number of U.S.-educated candidates passing the examination and therefore receiving licenses to practice nursing increased steadily between 1983 and 1985. However, the number of foreign nurses who passed the examination declined in that period.

Licensure is a state-governed activity. Licensure examination statistics are given by state and jurisdiction in Table 3.11. Both the number of candidates and the percentage of those candidates passing the examination varied among states. In comparing the data in Table 3.11 with the data in Table 3.12, it can be seen that the number of candidates in each state did not vary significantly from 1984 to 1985. However, the percentage of repeat candidates passing the examination varied considerably from state to state and even from year to year within a given state.

As was noted, the percentage of foreign-educated nurses passing the examination was smaller than the percentage of nurses educated in the United States. These data are presented by state and jurisdiction in Tables 3.13 and 3.14. The percentage passing was higher in states with a very small number of foreign-educated candidates than in the other states.

Thirty-three states require that foreign-educated nurses pass a special examination given by the Commission on Graduates of Foreign Nursing Schools before they are eligible to sit for the NCLEX-RN. Summary data for all the candidates who took this examination from October 1978 to October 1986 are given in Tables 3.15 and 3.16. About 30 percent of the nurses passed both the nursing and the English sections of the examination the first time they took the test, 30.8 percent passed the English but failed the nursing part of the examination, and 35.5 percent failed both sections of the examination. Table 3.16 shows that approximately 12 percent of candidates passed on a repeat examination, leaving approximately 60 percent who did not pass either the nursing or the English portion of the examination.

Licensed practical and vocational nurses also are required to pass an examination in order to obtain their license. This examination, the National Council Licensing Examination for Practical Nurses (NCLEX-PN), is provided by the National Council of State Boards of Nursing. Results of the examinations for 1983 to 1985 are given in Table 3.17. The passing rate for first-time candidates was 91 to 92 percent, slightly higher than that for registered nurses. The passing rate for repeat candidates was about 40 percent. The number of candidates sitting for the examination in this period declined by approximately 9 percent for first-time candidates, but it held fairly steady for repeat candidates. The number of foreign-educated nurses sitting for the licensed practical and vocational nurse examination dropped off sharply in 1985, from more than 2,000 in 1983 and 1984 to 767 in 1985. There was a corresponding drop in the number of repeat candidates. The passing rate for foreign-educated nurses ran between 50 and 70 percent with lower percentages for repeat candidates.

Data on the examinations by state for practical and vocational nurses are shown in Table 3.18 and 3.19. The passing rates varied considerably among states for both first-time candidates and repeat candidates. Data for both the April and the October testing dates are combined in these data.

Table 3.10. Registered Nurse Licensing Examinations Given by State and Territorial[1] Boards, 1983-85

	First-time candidates		*Repeat candidates*	
Month and year of examination	*Number*	*Percent passed*	*Number*	*Percent passed*
Graduates of schools of nursing in the United States and territories				
1985	*81,519*	*90*	*14,431*	*51*
July	65,224	90	5,354	39
February	16,295	89	9,077	62
1984	*80,547*	*89*	*13,420*	*52*
July	65,474	89	5,002	42
February	15,073	90	8,418	58
1983	*77,433*	*90*	*11,850*	*49*
July	63,171	90	4,770	41
February	14,262	90	7,080	54
Graduates of all other schools of nursing				
1985	*5,060*	*39*	*11,563*	*13*
July	2,545	39	5,788	12
February	2,515	39	5,775	13
1984	*6,471*	*47*	*13,141*	*21*
July	2,774	46	6,607	19
February	3,697	47	6,534	24
1983	*6,949*	*37*	*11,741*	*17*
July	3,311	39	6,395	20
February	3,638	35	5,346	14

[1] Includes American Samoa, Guam, and Virgin Islands.

SOURCE: National Council of State Boards of Nursing, *1983 and 1984 Licensure and Examination Statistics*, pp. 47, 50, 59, and 64; and unpublished data, 1987.

Table 3.11. Registered Nurse Licensing Examinations Given by State and Territorial Boards for Candidates Educated in the United States or Territories, 1985

State or territory	*First-time candidates*		*Repeat candidates*	
	Number	*Percent passed*	*Number*	*Percent passed*
Alabama	1,863	88	277	67
Alaska	110	92	14	50
Arizona	908	93	100	64
Arkansas	759	92	162	54
California	6,209	89	1,535	36
Colorado	691	93	93	62
Connecticut	1,152	91	157	64
Delaware	275	90	31	71
District of Columbia	246	73	108	48
Florida	3,436	91	752	39
Georgia	1,737	91	278	56
Hawaii	139	91	43	47
Idaho	220	95	19	100
Illinois	4,560	89	1,170	45
Indiana	1,938	94	170	73
Iowa	1,509	92	148	62
Kansas	1,092	91	230	54
Kentucky	1,239	90	163	63
Louisiana	1,106	91	191	49
Maine	452	93	68	69
Maryland	1,582	92	271	60
Massachusetts	3,087	90	483	62
Michigan	3,305	92	469	53
Minnesota	1,779	94	179	72
Mississippi	900	88	142	70
Missouri	2,158	93	181	69
Montana	255	96	9	67
Nebraska	657	94	86	59
Nevada	190	91	44	61
New Hampshire	290	94	28	71
New Jersey	2,175	87	604	55
New Mexico	357	89	113	44
New York	6,804	86	2,103	42
North Carolina	2,115	89	326	55
North Dakota	343	92	50	84
Ohio	4,744	93	605	66
Oklahoma	848	88	199	61
Oregon	850	93	76	55
Pennsylvania	5,470	90	956	66
Rhode Island	391	90	72	58
South Carolina	912	87	115	64
South Dakota	332	92	39	77
Tennessee	1,878	91	272	53
Texas	3,878	90	683	54
Utah	426	93	30	90
Vermont	144	94	13	54
Virginia	1,828	90	326	55
Washington	1,268	95	90	66
West Virginia	843	83	190	56
Wisconsin	2,011	95	447	38
Wyoming	118	96	11	73
American Samoa	8	...	19	...
Guam	15	47	18	22
Virgin Islands	13	23	4	25

SOURCE: National Council of State Boards of Nursing. Unpublished data, 1987.

Table 3.12. Registered Nurse Licensing Examinations Given by State and Territorial Boards for Candidates Educated in the United States or Territories, 1984

State or territory	First-time candidates		Repeat candidates	
	Number	Percent passed	Number	Percent passed
Alabama	1,891	87	239	62
Alaska	89	90	19	58
Arizona	866	92	110	63
Arkansas	799	90	157	45
California	6,454	89	1,450	39
Colorado	700	90	76	59
Connecticut	975	90	160	56
Delaware	249	92	35	57
District of Columbia	253	72	117	44
Florida	3,325	90	632	45
Georgia	1,618	90	245	64
Hawaii	175	92	44	43
Idaho	251	92	13	69
Illinois	4,633	87	976	50
Indiana	1,872	91	209	71
Iowa	1,501	92	104	54
Kansas	1,055	88	180	48
Kentucky	1,205	92	144	57
Louisiana	995	90	189	51
Maine	419	88	61	74
Maryland	1,708	90	210	70
Massachusetts	2,750	88	430	55
Michigan	3,356	92	375	56
Minnesota	1,893	92	196	67
Mississippi	899	87	132	67
Missouri	2,058	93	146	68
Montana	235	94	12	83
Nebraska	690	88	69	75
Nevada	233	88	32	63
New Hampshire	273	93	29	52
New Jersey	2,283	83	723	46
New Mexico	415	90	132	34
New York	6,794	85	2,238	41
North Carolina	2,065	91	404	50
North Dakota	408	87	41	71
Ohio	4,819	91	446	61
Oklahoma	891	84	159	57
Oregon	830	95	103	62
Pennsylvania	5,112	87	866	62
Rhode Island	363	86	57	49
South Carolina	810	90	83	63
South Dakota	343	91	45	58
Tennessee	1,801	91	236	56
Texas	3,804	90	565	53
Utah	532	94	32	78
Vermont	160	91	7	57
Virginia	1,680	89	302	54
Washington	1,269	95	95	57
West Virginia	823	85	139	56
Wisconsin	2,030	91	195	55
Wyoming	104	91	10	70
American Samoa	12	17	2	...
Guam	31	58	11	27
Virgin Islands	13	77	10	50

SOURCE: National Council of State Boards of Nursing. Unpublished data, 1987.

Table 3.13. Registered Nurse Licensing Examinations Given by State and Territorial Boards for Candidates Not Educated in the United States or Territories, 1985

State or territory	*First-time candidates*		*Repeat candidates*	
	Number	*Percent passed*	*Number*	*Percent passed*
Alabama	2	100	4	50
Alaska	5	20	19	11
Arizona	33	61	18	33
Arkansas	13	15	34	18
California	1,673	18	6,428	8
Colorado	21	76	11	45
Connecticut	29	38	15	33
Delaware	6	83	8	25
District of Columbia	13	62	20	30
Florida	391	35	1,196	11
Georgia	27	48	36	31
Hawaii	42	12	107	10
Idaho	2	50	3	67
Illinois	123	21	549	11
Indiana	4	100	3	33
Iowa	16	50	19	21
Kansas	4	75	5	20
Kentucky	...	...	9	22
Louisiana	10	70	8	50
Maine	3	100	1	100
Maryland	315	19	457	16
Massachusetts	77	51	62	24
Michigan	212	61	300	17
Minnesota	39	56	41	37
Mississippi	9	67	3	67
Missouri	21	43	16	31
Montana	3	100	1	100
Nebraska	6	33	5	20
Nevada	30	57	18	22
New Hampshire	8	38	1	...
New Jersey	353	56	184	45
New Mexico	8	75	7	29
New York	1,306	65	658	34
North Carolina	17	47	10	30
North Dakota	1	...	3	...
Ohio	36	44	95	16
Oklahoma	33	52	35	26
Oregon	8	88	31	10
Pennsylvania	57	37	166	19
Rhode Island	1	100	6	...
South Carolina	33	45	13	23
South Dakota	2	50	...	...
Tennessee	8	50	25	16
Texas	396	38	805	17
Utah	7	100	1	100
Vermont	4	100	...	...
Virginia	47	64	41	29
Washington	31	77	31	16
West Virginia	3	...	13	...
Wisconsin	1	...	184	10
Wyoming	2	50	...	...
American Samoa	2	100	1	...
Guam	3	33	49	10
Virgin Islands	18	11	11	36

SOURCE: National Council of State Boards of Nursing. Unpublished data, 1987.

Table 3.14. Registered Nurse Licensing Examinations Given by State and Territorial Boards for Candidates Not Educated in the United States or Territories, 1984

State or territory	First-time candidates		Repeat candidates	
	Number	Percent passed	Number	Percent passed
Alabama	5	60	3	...
Alaska	6	17	8	13
Arizona	39	44	48	35
Arkansas	13	46	39	23
California	1,484	21	6,213	14
Colorado	25	56	18	11
Connecticut	14	64	20	30
Delaware	2	50	9	22
District of Columbia	26	54	59	31
Florida	440	34	1,194	23
Georgia	76	50	54	37
Hawaii	51	8	160	16
Idaho	3	67	3	33
Illinois	202	33	958	19
Indiana	4	75	3	67
Iowa	16	44	10	30
Kansas	5	20	9	44
Kentucky	1	...	11	9
Louisiana	13	62	7	...
Maine	3	33	6	50
Maryland	222	25	215	22
Massachusetts	53	72	60	35
Michigan	244	61	327	20
Minnesota	28	54	45	24
Mississippi	6	50	3	33
Missouri	17	35	26	31
Montana	1	100	...	...
Nebraska	5	40	3	67
Nevada	14	36	23	43
New Hampshire	6	50	2	...
New Jersey	472	41	671	36
New Mexico	11	73	14	36
New York	2,060	75	728	55
North Carolina	23	83	15	13
North Dakota	1	100	1	100
Ohio	70	39	77	26
Oklahoma	29	28	30	23
Oregon	7	57	31	29
Pennsylvania	58	21	149	22
Rhode Island	4	25	12	25
South Carolina	21	38	14	29
South Dakota	1	100	...	...
Tennessee	11	27	42	29
Texas	401	47	881	31
Utah	2	100	1	100
Vermont	3	100	1	...
Virginia	50	64	55	56
Washington	31	58	82	15
West Virginia	8	38	14	14
Wisconsin	109	24	753	17
Wyoming	2	100	...	...
American Samoa	...	...	...	...
Guam	56	13	59	17
Virgin Islands	48	23	31	39

SOURCE: National Council of State Boards of Nursing. Unpublished data, 1987.

Table 3.15. Examination Results of Foreign Nurse Graduates Taking CGFNS Examination for First Time, October 1978–86

Nursing and English examination results	*Number*	*Percent*
Total	*47,420*	*100.0*
Nursing passed/English passed	14,199	29.9
Nursing passed/English failed	1,766	3.7
Nursing failed/English passed	14,620	30.8
Nursing failed/English failed	16,835	35.5

SOURCE: Commission on Graduates of Foreign Nursing Schools, 1987. Unpublished data. Compiled by Barbara Jacobsen, CGFNS psychometric consultant.

Table 3.16. Graduates of Nursing Schools in 106 Foreign Countries Tested[1] by CGFNS, October 1978–86

Foreign nurse graduates	*Number*	*Percent*
Tested by CGFNS	*47,420*	*100.0*
Received CGFNS certificate (passed nursing and English)	19,849	*41.9*
On first examination	14,199	(71.5)
On repeat examination(s)	5,650	(28.5)
Have not passed nursing and English	*27,571*	*58.1*

[1] Graduates may have been tested more than once. This table provides status of graduate after last time tested only.

SOURCE: Commission on Graduates of Foreign Nursing Schools, 1987. Unpublished data. Compiled by Barbara Jacobsen, CGFNS psychometric consultant.

Table 3.17. Practical/Vocational Nurse Licensing Examinations Given by State and Territorial[1] Boards, 1983-85

	First-time candidates		*Repeat candidates*	
Month and year of examination	*Number*	*Percent passed*	*Number*	*Percent passed*
Graduates of schools of nursing in the United States and territories				
1985	*40,903*	*91*	*5,603*	*40*
October	25,107	90	2,354	31
April	15,796	92	3,249	47
1984	*44,474*	*92*	*5,401*	*42*
October	29,636	92	2,195	33
April	14,838	93	3,206	49
1983	*45,023*	*92*	*5,911*	*40*
October	30,048	92	2,441	39
April	14,975	93	3,470	46
Graduates of all other schools of nursing				
1985	*767*	*53*	*733*	*23*
October	413	50	400	15
April	354	57	333	33
1984	*2,279*	*68*	*1,637*	*21*
October	949	57	821	17
April	1,330	75	816	25
1983	*2,316*	*68*	*1,572*	*29*
October	1,411	72	762	26
April	905	62	810	31

[1] Includes American Samoa, Guam, and Virgin Islands.

SOURCE: National Council of State Boards of Nursing, *1983 and 1984 Licensure and Examination Statistics*, pp. 53, 55, 69, and 73; and unpublished data, 1987.

Table 3.18. Practical/Vocational Nurse Licensing Examinations Given by State and Territorial Boards for Candidates Educated in the United States or Territories, 1985

State or territory	*First-time candidates*		*Repeat candidates*	
	Number	*Percent passed*	*Number*	*Percent passed*
Alabama	1,050	88	126	44
Alaska	22	95	2	50
Arizona	468	93	33	52
Arkansas	814	85	204	33
California	...	...	...	...
Colorado	367	93	23	70
Connecticut	319	99	3	67
Delaware	89	88	10	50
District of Columbia	39	82	15	27
Florida	2,164	93	282	35
Georgia	998	82	216	41
Hawaii	109	95	5	60
Idaho	139	95	6	100
Illinois	1,551	87	331	35
Indiana	887	96	42	76
Iowa	829	98	29	62
Kansas	513	93	48	50
Kentucky	643	94	71	45
Louisiana	884	95	93	52
Maine	201	99	3	67
Maryland	371	87	76	29
Massachusetts	730	95	68	53
Michigan	1,319	95	59	54
Minnesota	853	93	60	60
Mississippi	586	87	90	54
Missouri	970	93	39	62
Montana	139	97	7	43
Nebraska	339	96	23	57
Nevada	136	90	10	90
New Hampshire	135	94	15	53
New Jersey	1,238	85	230	40
New Mexico	322	95	22	50
New York	6,255	85	1,501	37
North Carolina	895	95	80	36
North Dakota	158	92	13	62
Ohio	1,773	97	94	55
Oklahoma	676	90	96	36
Oregon	431	98	7	86
Pennsylvania	2,169	94	160	54
Rhode Island	79	91	11	91
South Carolina	606	92	42	69
South Dakota	153	90	7	71
Tennessee	950	94	88	42
Texas	3,101	90	440	38
Utah	432	93	22	59
Vermont	120	97	6	67
Virginia	1,031	92	155	35
Washington	821	97	26	58
West Virginia	417	95	31	42
Wisconsin	513	91	43	49
Wyoming	77	99	3	67
American Samoa	16	...	15	20
Guam	9	67	4	25
Virgin Islands	16	25	12	8

SOURCE: National Council of State Boards of Nursing. Unpublished data, 1987.

Table 3.19. Practical/Vocational Nurse Licensing Examinations Given by State and Territorial Boards for Candidates Educated in the United States or Territories, 1984

	First-time candidates		*Repeat candidates*	
State or territory	*Number*	*Percent passed*	*Number*	*Percent passed*
Alabama	1,278	90	146	47
Alaska	30	100	2	50
Arizona	654	95	24	54
Arkansas	1,065	88	231	37
California	...	...	...	...
Colorado	569	94	22	55
Connecticut	328	99	4	75
Delaware	75	91	13	69
District of Columbia	51	86	9	33
Florida	2,517	93	305	46
Georgia	1,213	87	354	45
Hawaii	127	98	10	30
Idaho	177	98	2	100
Illinois	1,928	87	361	38
Indiana	948	97	41	61
Iowa	1,070	96	40	67
Kansas	601	96	60	47
Kentucky	684	93	88	50
Louisiana	1,097	94	88	61
Maine	254	100	3	67
Maryland	439	90	49	47
Massachusetts	939	96	74	66
Michigan	1,604	97	68	51
Minnesota	1,052	96	46	63
Mississippi	661	87	106	51
Missouri	1,055	97	27	70
Montana	144	96	11	73
Nebraska	453	96	19	42
Nevada	147	90	13	62
New Hampshire	149	95	9	67
New Jersey	1,363	87	285	42
New Mexico	325	96	33	33
New York	6,405	87	1,370	36
North Carolina	1,010	96	140	40
North Dakota	261	95	20	50
Ohio	2,361	97	80	54
Oklahoma	801	91	93	48
Oregon	444	99	9	78
Pennsylvania	2,797	96	204	48
Rhode Island	95	89	4	100
South Carolina	725	95	67	54
South Dakota	228	97	10	40
Tennessee	1,148	96	133	53
Texas	3,670	91	529	42
Utah	485	96	15	53
Vermont	116	95	3	67
Virginia	1,120	92	193	37
Washington	959	98	33	85
West Virginia	503	97	34	44
Wisconsin	764	96	34	47
Wyoming	80	100	1	...
American Samoa	15	...	...	...
Guam	33	88	1	100
Virgin Islands	2	100	...	...

SOURCE: National Council of State Boards of Nursing. Unpublished data, 1987.

Certification

Certification is the credentialing mechanism that recognizes both registered nurses who are practicing in advanced practice and registered nurses who are generalists practicing in a specialty area. Certification has remained largely a voluntary mechanism in that it is under the direct control of non-governmental agencies or associations. These groups grant recognition to individual nurses who meet qualifications specified by the agency or association. The qualifications can include graduation from an accredited program, acceptable performance on a qualifying examination, and completion of a given amount of work experience. Eligibility for certification in an advanced practice area requires formal educational preparation beyond that required for licensure; certification at the generalist level requires experience in the specialty area. This definition of certification corresponds to professional certification. In some instances, certification may also be granted by legal entities, such as state or federal governments or academic institutions.

In 1945, the American Association of Nurse Anesthetists became the first group to certify nurses in an advanced practice area. It was followed by the American College of Nurse-Midwives. Then, in the mid-1970s, the American Nurses' Association began to provide certification as a formal recognition of achievement and superior performance in nursing. Since that time, a number of professional associations have begun to offer certification in their own area of specialization or advanced practice. ANA offers eight certification examinations for nurses in advanced practice and nine examinations for generalists in a variety of specialty practice areas. Table 3.20 provides data on the advanced practice areas of ANA and four other organizations. About half the organizations offering certification for nurse generalists in various specialty areas responded to inquiries for data for this publication. They are listed in Table 3.21 along with the generalist certifications offered by ANA.

As of 1986, the nurse anesthetists, with more than 23,000 nurse anesthetists certified, had the largest number of certified nurses in advanced practice. ANA had certified more than 15,000 nurses in advanced practice in the various specialties identified. The number of nurses certified in advanced practice is given by jurisdiction in Table 3.20.

The total number of nurses certified in each of the generalist certification areas is given in Table 3.21. The American Association of Critical-Care Nurses Certification Corporation had certified more than 23,000 nurses as of the end of 1986. ANA had certified more than 30,000 nurses in the nine areas of generalist certification it offers. Other groups had more recently begun offering certifications and had much smaller numbers of certified nurses.

Table 3.21. Number of Registered Nurses Certified in Selected Areas, 1986

Certification area	*Number*
Number of nurses certified by the American Nurses' Association[1]	
Child and adolescent nurse	770
Community health nurse	2,512
Gerontological nurse	4,571
High-risk perinatal nurse	515
Maternal and child health nurse	430
Medical-surgical nurse	7,208
Nursing administration	6,838
Nursing administration, advanced	1,069
Psychiatric and mental health nurse	8,214
Number of nurses certified by other organizations[2]	
Critical-care nurse	23,454
Emergency room nurse	13,424
Inpatient obstetric nurse	3,547
Intravenous nurse	900
Neonatal intensive care nurse	1,582
Occupational health nurse	2,150
Oncology nurse	1,384
Urologic nurse	582

[1] Includes nurses holding current certification as of January 1, 1987.

[2] Certification areas of organizations that did not provide data are not listed.

NOTE: There were 414 nurses certified in maternal-gynecological-neonatal nursing through the joint ANA-MCH/NAACOG Certification Corporation program between 1976 and 1978.

SOURCES: American Nurses' Association, Center for Credentialing Services, unpublished data, 1987; AACN Certification Corporation, 1986; Board of Certification for Emergency Nursing, 1986; NAACOG Certification Corporation, 1986; National Intravenous Therapy Association, Inc., 1986; American Board for Occupational Health Nurses, Inc., 1986; Oncology Nursing Certification Corporation, 1986; American Board of Urologic Allied Health Professionals, Inc., 1986.

Accreditation

The accreditation of providers of education is another area of credentialing in which nursing is involved. The National League for Nursing accredits educational programs both for registered nurses and for licensed practical nurses. Tables presented in this section provide numbers of basic registered nurse programs accredited by NLN. However, tables are not presented for the licensed practical nursing programs because a much smaller proportion, fewer than 10 percent, actually seek accreditation from NLN.

Table 3.22 shows that the percentage of diploma programs that were accredited increased steadily between 1976 and 1985 and was larger than the percentages of the two other types of programs that were accredited. Associate-degree programs were much less likely to be accredited; the 57.9 percent of these programs that were accredited in 1985 was the highest proportion ever.

NLN also accredits baccalaureate and master's degree programs. In 1985, about 80 percent of the baccalaureate and the master's programs were accredited by NLN. About 80 percent of the baccalaureate programs were consistently accredited even though the number of programs grew considerably between 1976 and 1985. The percentage of master's programs accredited increased substantially in that time. Only 67.9 percent of the 103 programs were accredited by NLN in 1976; 83.1 percent of the 167 master's programs were accredited by NLN in 1985.

The number of accredited programs providing basic nursing education are given by state and territory in Table 3.23. The high percentage of accredited diploma and baccalaureate programs results in no particular pattern among the states of programs that were not accredited. Only 60 percent of the associate-degree programs were accredited, and the non-accredited programs tended to be clustered in certain states in which very few associate-degree programs were accredited by NLN. These data are presented as of January 1, 1986, in Table 3.23 and January 1, 1985, in Table 3.24.

ANA also provides a mechanism for voluntary national accreditation and approval of continuing education programs in nursing. The Regional Accrediting Committees grant accreditation to various providers and approvers of continuing education in nursing. The approvers consist of state nurses' associations, specialty nursing organizations, and the federal nursing services. Data on this program are available from the ANA Center for Credentialing Services.

Table 3.23. Accreditation Status of Initial Programs—R.N. in the United States and Outlying Areas, January 1, 1986[1]

		Accredited			*No accreditation status*[2]		
State or area	*Total*	*Diploma*	*Associate degree*	*Baccalaureate*[3]	*Diploma*	*Associate degree*	*Baccalaureate*[4]
Total	*1,497*	*249*	*456*	*376*	*7*	*331*	*78*
United States, total	*1,473*	*249*	*451*	*373*	*7*	*325*	*68*
Alabama	36	3	18	12	...	2	1
Alaska	2	...	1	1	...	...	...
Arizona	16	...	10	4	...	2	...
Arkansas	20	2	8	7	...	3	...
California	92	2	19	18	...	50	3
Colorado	14	2	4	4	...	3	1
Connecticut	18	5	6	7	...	...	...
Delaware	6	1	2	1	...	1	1
District of Columbia	6	...	1	5	...	...	...
Florida	39	1	10	9	...	16	3
Georgia	34	2	19	9	...	...	4
Hawaii	6	...	2	1	...	2	1
Idaho	6	...	5	1	...	...	...
Illinois	76	20	19	18	...	15	4
Indiana	37	6	12	10	...	6	3
Iowa	39	9	...	8	...	20	2
Kansas	30	3	14	9	...	3	1
Kentucky	28	...	10	6	...	10	2
Louisiana	22	4	5	7	...	1	5
Maine	10	2	3	2	...	2	1
Maryland	25	4	8	5	1	6	1
Massachusetts	47	14	16	13	...	3	1
Michigan	50	5	8	12	...	24	1
Minnesota	25	3	8	10	...	4	...
Mississippi	22	...	9	7	1	5	...
Missouri	41	10	9	7	...	11	4
Montana	4	...	...	2	...	2	...
Nebraska	14	5	2	5	...	...	2
Nevada	5	...	1	1	...	3	...
New Hampshire	11	2	1	2	...	5	1
New Jersey	39	18	12	7	...	2	...
New Mexico	12	...	4	1	...	7	...
New York	105	17	40	31	1	15	1
North Carolina	57	4	4	11	1	36	1
North Dakota	9	3	2	4	...	...	...
Ohio	70	26	22	14	...	7	1
Oklahoma	27	...	13	7	...	3	4
Oregon	17	...	6	2	...	7	2
Pennsylvania	98	45	12	22	1	10	8
Rhode Island	7	2	2	3	...	...	...
South Carolina	20	...	6	4	1	7	2
South Dakota	9	2	3	3	...	1	...
Tennessee	33	7	17	8	...	...	1
Texas	65	2	32	21	...	10	...
Utah	4	...	1	3	...	...	...
Vermont	5	...	3	1	...	1	...
Virginia	37	11	12	8	1	4	1
Washington	22	...	9	6	...	7	...
West Virginia	18	2	7	4	...	4	1
Wisconsin	33	5	13	9	...	2	4
Wyoming	5	...	1	1	...	3	...
Outlying areas, total	*24*	...	*5*	*3*	...	*6*	*10*
American Samoa	1	...	...	...	...	1	...
Guam	1	...	...	...	...	1	...
Puerto Rico	20	...	4	3	...	4	9
Virgin Islands	2	...	1	...	...	...	1

[1] Accreditation status is as of January 1, 1986, but the number of programs in existence is as of October 15, 1985.

[2] Included in this category are programs that applied but were never accredited and those that never applied for accreditation.

[3] Includes two initial programs leading to a master's degree and one initial program leading to a nursing doctorate as a first professional degree.

[4] Includes two initial programs leading to a master's degree.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1986*, pp. 8 and 14.

Table 3.24. Accreditation Status of Initial Programs—R.N. in the United States and Outlying Areas, January 1, 1985[1]

		Accredited			*No accreditation status*[2]		
State or area	*Total*	*Diploma*	*Associate degree*	*Baccalaureate*[3]	*Diploma*	*Associate degree*	*Baccalaureate*[4]
Total	*1,500*	*262*	*430*	*371*	*11*	*358*	*68*
United States, total	*1,477*	*262*	*425*	*368*	*11*	*352*	*59*
Alabama	37	4	16	12	...	4	1
Alaska	2	...	1	1	...	...	...
Arizona	16	...	10	4	...	2	...
Arkansas	20	1	7	7	1	4	...
California	93	2	21	18	...	50	2
Colorado	12	2	4	3	...	3	...
Connecticut	18	5	6	7	...	...	...
Delaware	7	1	2	1	1	1	1
District of Columbia	6	...	1	5	...	...	...
Florida	40	1	8	9	...	19	3
Georgia	34	2	19	9	...	...	4
Hawaii	6	...	1	1	...	3	1
Idaho	6	...	5	1	...	...	...
Illinois	78	22	19	18	...	15	4
Indiana	37	6	11	10	...	7	3
Iowa	39	9	...	7	...	20	3
Kansas	30	3	13	9	...	5	...
Kentucky	28	...	10	6	...	11	1
Louisiana	22	3	5	7	1	1	5
Maine	12	4	3	2	...	2	1
Maryland	25	4	8	5	1	6	1
Massachusetts	48	15	16	13	...	3	1
Michigan	51	6	8	12	...	24	1
Minnesota	25	3	8	10	...	4	...
Mississippi	22	...	9	7	1	5	...
Missouri	39	10	9	6	...	11	3
Montana	4	...	...	2	...	2	...
Nebraska	11	5	2	4	...	...	...
Nevada	5	...	1	1	...	3	...
New Hampshire	11	2	1	2	...	5	1
New Jersey	39	18	12	7	...	2	...
New Mexico	11	...	4	1	...	6	...
New York	106	19	35	31	1	19	1
North Carolina	57	4	4	11	2	36	...
North Dakota	9	3	2	4	...	...	...
Ohio	71	28	21	14	...	7	1
Oklahoma	27	...	10	7	...	6	4
Oregon	18	1	6	2	...	7	2
Pennsylvania	98	45	11	22	1	11	8
Rhode Island	7	2	2	3	...	...	...
South Carolina	19	...	6	3	1	8	1
South Dakota	9	2	3	3	...	1	...
Tennessee	33	7	11	8	...	6	1
Texas	64	3	30	21	...	10	...
Utah	4	...	1	3	...	...	...
Vermont	5	...	3	1	...	1	...
Virginia	37	12	12	8	1	3	1
Washington	23	...	9	6	...	8	...
West Virginia	18	2	7	4	...	4	1
Wisconsin	33	6	11	9	...	4	3
Wyoming	5	...	1	1	...	3	...
Outlying areas, total	*23*	...	*5*	*3*	...	*6*	*9*
American Samoa	1	...	...	...	...	1	...
Guam	1	...	...	...	...	1	...
Puerto Rico	19	...	4	3	...	4	8
Virgin Islands	2	...	1	...	...	...	1

[1] Accreditation status is as of January 1, 1985, but the number of programs in existence is as of October 15, 1984.

[2] Included in this category are programs that applied but were never accredited and those that never applied for accreditation.

[3] Includes two initial programs leading to a master's degree and one initial program leading to a nursing doctorate as a first professional degree.

[4] Includes two initial programs leading to a master's degree.

SOURCE: National League for Nursing, *Nursing Student Census with Policy Implications 1985*, p. 11.

4. Employment of nurses

Numbers of employed nurses by work settings and position titles are given in this chapter. The chapter is organized by work setting and in some cases by the positions or titles of nurses in each setting. The first section of the chapter contains information from the national sample surveys of registered nurses and licensed practical and vocational nurses. These data provide an overall picture of nurses by employment settings and position titles as reported by nurses themselves. The other sections contain data collected from the employers of nurses. Employers can generally provide data that are more recent or more detailed than the data available from the sample survey. Fairly detailed data on nurses employed in hospitals and schools of education are available. The final section in the chapter provides data on other work settings in which nurses are employed.

Nurses are employed in a number of settings for which data are not available from employers. The three largest employer categories of this kind are public and community health, ambulatory care, and student health. Individual organizations in these three categories are not as easily identified as hospitals or schools of education and, therefore, are less amenable to data collection.

Public and community health settings include many different types of agencies, such as official health departments at the state, county, and city levels; visiting nurse services; mental health centers; correctional facilities; hospices; and home health agencies. Because of the wide varieties of agencies in this category, collection of data from these agencies is very difficult.

The category *ambulatory care setting* was first used in the November 1984 sample survey. It included what was previously described as nurses employed in physicians' or dentists' offices as well as nurses working in newer settings such as freestanding clinics, ambulatory surgical centers, and health maintenance organizations. Nurses employed in student health settings are located in public and private schools as well as in colleges and universities. The large number of these types of organizations and the small number of nurses in each make data collection difficult and expensive.

There are no data, therefore, from employers in these three fields and several others that employ relatively small numbers of nurses. Summary data are given for these settings in the first section of this chapter.

All employed nurses

Trend data from the three national sample surveys provide comparable numbers of nurses employed in all settings and in all positions for 1977, 1980, and 1984. These data are provided in Table 4.1. In the top section of the table, the primary fields of employment of nurses are listed along with the number

Table 3.20. Number of Registered Nurses Certified in Advanced Practice, 1986

	Clinical specialists[1]					*Nurse practitioners*							
State or area	*Adult psychiatric and mental health nursing*	*Child and adolescent psychiatric and mental health*	*Medical-surgical nursing*	*Nurse-midwives*[2]	*Nurse anesthetist*[3]	*Adult*[1]	*Family*[1]	*Gerontological*[1]	*Pediatric*[1]	*School*[1]	*Neonatal*[4]	*Ob/gyn*[4]	*Pediatric*[5]
Total	*2,756*	*317*	*673*	*3,182*	*22,937*	*4,356*	*5,238*	*753*	*1,270*	*448*	*518*	*3,651*	*2,974*
Alabama	22	2	14	10	626	31	83	5	14	...	13	96	26
Alaska	7	...	...	31	39	10	57	2	6	6	7	29	13
Arizona	46	6	3	80	193	47	94	12	15	17	4	34	42
Arkansas	6	...	9	12	270	20	15	7	5	...	...	16	20
California	191	29	51	372	1,156	475	764	86	98	50	28	431	526
Colorado	63	3	...	59	200	154	143	35	33	31	50	123	71
Connecticut	137	11	12	89	321	109	92	17	30	26	5	86	52
Delaware	7	...	2	7	88	9	7	2	9	...	...	15	10
District of Columbia	20	2	1	29	73	20	22	1	3	...	2	6	10
Florida	76	10	14	207	1,068	82	149	30	15	4	6	103	53
Georgia	39	4	22	94	623	83	214	10	20	1	34	148	38
Hawaii	15	2	1	6	113	12	12	7	12	1	1	20	9
Idaho	...	...	2	6	110	16	39	7	5	...	1	15	9
Illinois	61	9	29	139	897	97	170	23	32	8	13	70	91
Indiana	30	3	5	13	149	59	63	4	17	4	20	108	59
Iowa	10	2	3	5	233	15	31	3	10	8	2	38	79
Kansas	26	2	1	14	359	30	82	4	12	...	4	22	15
Kentucky	21	1	16	53	327	54	95	6	19	3	4	66	34
Louisiana	17	3	17	19	768	8	22	2	8	1	20	19	13
Maine	34	4	2	19	134	27	75	1	7	2	5	30	19
Maryland	181	22	18	118	356	340	75	12	81	2	27	59	130
Massachusetts	445	50	43	115	525	671	324	92	199	28	15	149	149
Michigan	100	22	44	39	1,084	107	49	10	24	3	6	90	99
Minnesota	22	2	8	171	841	198	53	11	12	2	13	109	82
Mississippi	6	1	2	43	300	8	51	3	4	4	7	30	31
Missouri	22	4	15	29	679	57	85	9	10	2	15	48	102
Montana	3	1	5	10	78	18	26	11	9	4	...	23	7
Nebraska	6	1	3	...	223	2	14	5	3	1	...	19	7
Nevada	9	...	5	7	42	8	26	6	1	...	...	15	9
New Hampshire	16	2	3	24	104	52	43	11	21	4	1	27	21

New Jersey	144	13	30	106	409	84	42	45	39	41	8	76	73
New Mexico	12	1	1	56	133	19	56	10	2	3	3	26	24
New York	252	29	56	300	921	465	456	61	108	37	19	296	263
North Carolina	42	5	18	47	976	39	208	9	13	2	11	49	30
North Dakota	9	...	2	5	133	9	55	3	...	1	3	11	7
Ohio	75	7	28	98	1,040	160	82	4	47	6	25	104	159
Oklahoma	6	1	5	19	273	8	32	2	27	4	14	98	32
Oregon	33	...	5	67	198	72	76	5	2	2	2	37	43
Pennsylvania	136	14	56	155	2,005	188	127	52	78	49	18	157	86
Rhode Island	43	6	1	17	91	40	27	5	7	2	...	15	14
South Carolina	32	...	17	65	383	22	38	5	13	2	12	51	31
South Dakota	2	...	2	13	162	8	36	1	3	1	15	1	3
Tennessee	27	1	15	52	691	61	212	5	40	2	12	62	22
Texas	54	11	35	115	1,577	47	149	14	33	60	16	234	103
Utah	7	1	2	45	80	12	38	8	4	...	...	18	13
Vermont	12	1	2	20	50	24	43	3	6	8	...	19	10
Virginia	93	13	14	58	594	100	135	15	19	3	21	69	90
Washington	123	13	18	72	351	107	289	58	57	6	13	160	79
West Virginia	3	...	7	9	308	16	23	1	9	2	11	15	6
Wisconsin	11	2	7	40	408	37	92	10	24	1	7	87	50
Wyoming	2	1	1	3	41	8	15	2	3	1	...	8	6
Other	...	...	1	...	134	11	32	1	2	3	5	14	4

[1] Certifying organization: American Nurses' Association, Committees of Examiners.

[2] Certifying organization: American College of Nurse-Midwives, Division of Examiners.

[3] Certifying organization: American Association of Nurse Anesthetists' Council on Certification of Nurse Anesthetists and Council on Recertification of Nurse Anesthetists.

[4] Certifying organization: NAACOG Certification Corporation.

[5] Certifying organization: National Board of Pediatric Nurse Practitioners and Associates.

SOURCE: American Nurses' Association, Center for Credentialing Services, 1987; American College of Nurse-Midwives, 1986; American Association of Nurse Anesthetists, 1986; NAACOG Certification Corporation, 1987; National Board of Pediatric Nurse Practitioners and Associates, 1987.

Table 3.22. Number and Percentage of Nursing Programs Accredited in the United States and Outlying Areas,[1] 1976–85, on Succeeding January 1

Year as of October 15	Initial programs						Master's programs	
	Diploma		Associate degree		Baccalaureate[2]			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1985	249	97.3	456	57.9	376	82.8	139	83.1
1984	262	96.0	430	54.6	371	84.5	137	82.7
1983	269	95.7	421	54.3	352	81.3	119	77.5
1982	274	95.1	403	53.5	343	82.9	118	78.1
1981	288	95.0	372	51.2	323	82.2	92	65.5
1980	293	94.2	378	53.5	311	80.8	90	66.4
1979	311	93.4	363	52.8	302	82.1	91	72.4
1978	321	93.3	344	50.8	293	83.0	80	68.1
1977	333	90.7	293	44.7	276	79.1	74	66.4
1976	352	90.3	294	45.8	272	79.8	70	67.9

[1] Includes American Samoa, Guam, Puerto Rico, and Virgin Islands except for master's programs.
[2] Includes initial programs leading to a master's degree or a nursing doctorate as a first professional degree.

SOURCE: National League for Nursing, *State-Approved Schools of Nursing—R.N., 1983*, and previous years; *Nursing Student Census with Policy Implications 1986*, and previous years.

and percentage of nurses employed in each setting.

From 1977 to 1984, the supply of nurses increased by more than 50 percent. However, the percentage working in each setting did not increase uniformly. The number of nurses employed in hospitals increased 68 percent from 1977 to 1984. Other settings in which the percentage of nurses increased substantially, but less than 50 percent, were the nursing home or extended-care facility setting (44 percent), the public and community health setting (31 percent), and the ambulatory care setting (41 percent). Only small changes occurred in the number of nurses employed in other settings.

A result of the large increase in the number of nurses in hospitals between 1977 and 1984 was that hospitals employed an increasing percentage of the total supply. The percentage increased from 61.4 percent in 1977 to 65.7 percent in 1980, and to more than 68 percent in 1984. As a consequence, all other settings employed a smaller percentage of the total supply in 1984 than in 1977.

In the bottom section of the table, the number of employed nurses is presented by position title. The number of nurses in each position title increased between 1977 and 1984 for all titles except *private-duty nurse.* However, percentage increases were lower for the categories *head nurse* and *supervisor.* These categories increased considerably less than the percentage increase (52 percent) in the total supply. The number in the categories *administrator* and *staff nurse* increased by more than 60 percent, a rate slightly higher than that of the total supply. Smaller categories such as *nurse practitioner, clinical nurse specialist* and *nurse clinician* doubled and tripled in the same time period.

The data from the 1984 survey presented in Table 4.2 provide information on the type of position within field of employment. Since more than two-thirds of employed nurses were employed in hospitals, most of the positions listed had large numbers of nurses employed in hospitals. Hospitals employed 75 percent of staff nurses and two-thirds of nurses identified as researchers. In all other positions, more than half the nurses in the position were employed in hospitals with the exception of administrators, consultants, instructors, and nurse practitioners. Only 11 percent of consultants were employed in hospitals, 11 percent were self-employed, 22 percent were employed in public health settings, and 10 percent worked in nursing homes. In the instructor category, more than half were employed in schools of nursing. After hospitals, nurse practitioners were employed primarily in public health and ambulatory care settings. A substantial percentage of nurses employed in nursing homes were in administrative or supervisory positions; more than 40 percent held the position of administrator, supervisor, or head nurse, or the position of assistant to one of those categories.

In Table 4.3, information is presented on the number of nurses in each position by highest nursing-related education. Forty-three percent of staff nurses had a diploma; 29 percent, an associate degree; and about 26 percent, a baccalaureate. Nearly 42 percent of the employed nurse population held a diploma as their highest nursing preparation. Diploma graduates made up the largest proportion of each position with the exception of instructor and researcher.

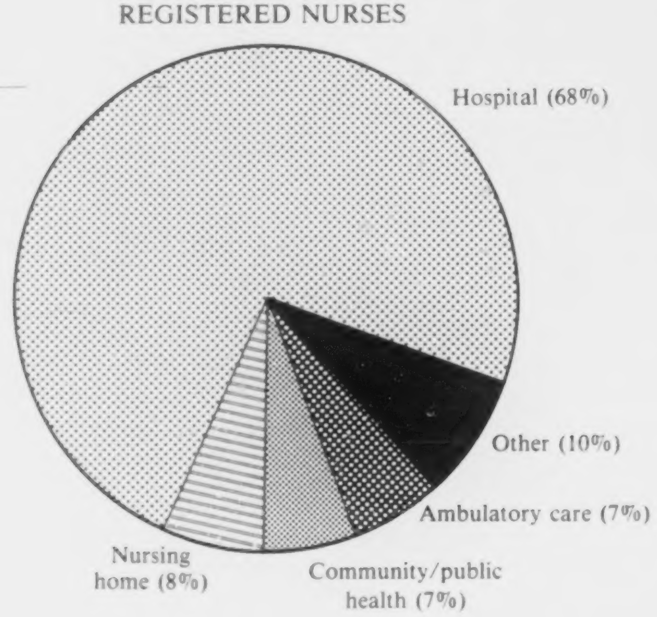
The advanced practice titles *nurse practitioner/midwife, clinical nurse specialist, nurse clinician,* and *nurse anesthetist* varied considerably in the percentage of nurses who held a master's or doctoral degree. Fewer than 7 percent of nurse anesthetists and nurse clinicians held a master's degree, as compared with about 30 percent of clinical nurse specialists and nurse practitioner/midwives.

The highest educational preparation of a nurse is related to the type of position the nurse holds. More than three-quarters of all nurses holding an associate degree as their highest educational degree were employed as staff nurses. Only 5 percent of associate-degree nurses were found in the head nurse and supervisor categories. Two-thirds of diploma nurses were staff nurses; from 5 to 7 percent were in each of the administrator, supervisor, and head nurse titles. About the same proportion (65 percent) of baccalaureate nurses were staff nurses. However, 7 percent of these nurses were in head nurse roles and 5 percent were in each of the administrator, supervisor, and instructor roles. At the master's-degree level, the percentage of staff nurses dropped off sharply, to 17 percent; 30 percent were in instructional roles and 17 percent were in administrative roles. Doctorally prepared nurses were found primarily in instructional and administrative roles.

Information on the employment settings and type of positions of licensed practical and vocational nurses is displayed in Table 4.4. The majority (58 percent) of licensed practical and vocational nurses were employed in hospitals; 23 percent were employed in nursing homes. The overwhelming proportion (88 percent) of licensed practical and vocational nurses in hospitals were staff nurses. However, only about 30 percent of licensed practical and vocational nurses in nursing homes held the title *staff nurse*. In the nursing home setting, nearly 65 percent of these nurses were charge nurses. Around 4 percent of licensed practical and vocational nurses worked as private-duty nurses and 9 percent were employed in physicians' or dentists' offices.

The distribution of registered nurses and licensed practical and vocational nurses by field of employment is illustrated in Figure 5. The larger percentages of registered nurses were employed in the hospital, nursing home, community/public health, and ambulatory care settings. The percentages of licensed practical and vocational nurses are shown for the same categories to facilitate comparisons. A higher percentage of registered nurses than of licensed practical and vocational nurses worked in hospitals, but the percentage of licensed practical and vocational nurses was higher in nursing homes.

Annual unemployment rates for nurses have historically been quite low, less than 2 percent consistently for the years 1977 to 1986. These data are provided in Table 4.5 along with comparable unemployment rates for other health occupations and for all civilian workers. It can be seen that the unemployment rate for licensed practical and vocational nurses was about 2 to 3 percent higher than that for registered nurses and that the unemployment rate for the category *nurses' aides, orderlies, and attendants* was considerably higher still throughout this time period.



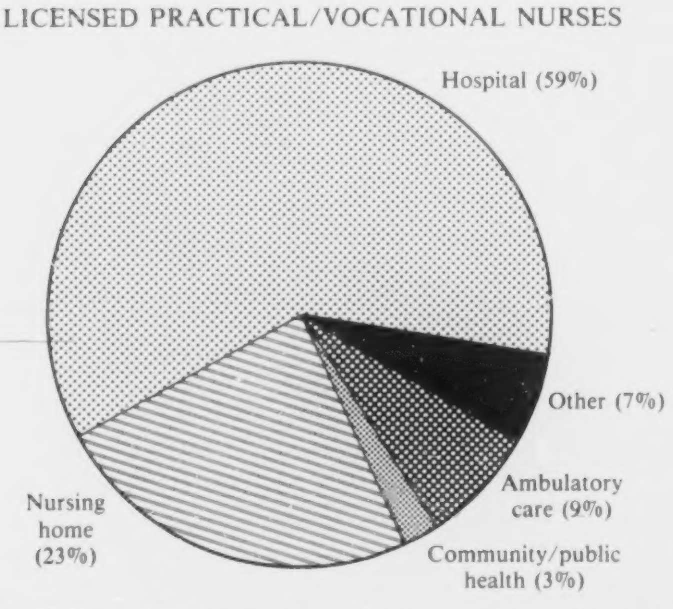


Figure 5. Estimated percentage of employed registered nurses (November 1984) and licensed practical/vocational nurses (November 1983), by field of employment.

SOURCES

U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984*, June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938.

First National Sample Survey of Licensed Practical and Vocational Nurses, 1983, October 1984. Report available through NTIS, Springfield, Va., Accession No. HRP-0906278.

Table 4.1. Estimated Number and Percentage of Employed Registered Nurses,[1] by Field of Employment and Type of Position, Selected Years 1977–84

Field of employment and type of position	*1984*		*1980*		*1977*	
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*
Total	*1,485,725*	*100.0*	*1,272,851*	*100.0*	*978,234*	*100.0*
Field of employment						
Hospital	1,011,955	68.1	835,647	65.7	601,011	61.4
Nursing home or extended care facility	115,077	7.7	101,209	8.0	79,647	8.1
Nursing education	40,311	2.7	46,504	3.7	37,826	3.9
Public/community health setting	101,430	6.8	83,440	6.6	77,139	7.9
Student health service	43,144	2.9	44,907	3.5	41,365	4.2
Occupational health	22,890	1.5	29,164	2.3	24,317	2.5
Ambulatory care setting	97,374	6.6	71,973	5.7	69,263	7.1
Private duty	22,675	1.5	20,240	1.6	28,563	2.9
Other self-employed	9,214	0.6	10,853	0.9	5,239	0.5
Other	21,450	1.4	21,666	1.7	13,616	1.4
Not reported	207	(2)	7,249	0.6	247	(2)
Type of position						
Administrator/assistant	77,177	5.2	61,416	4.8	47,563	4.9
Consultant	11,491	0.8	7,931	0.6	4,639	0.5
Supervisor/assistant	89,542	6.0	76,174	6.0	66,883	6.8
Instructor	65,935	4.4	60,323	4.7	48,369	4.9
Head nurse/assistant	94,060	6.3	90,203	7.1	84,770	8.7
General duty/staff	992,956	66.8	824,844	64.8	622,170	63.6
Nurse practitioner/midwife	18,642	1.3	16,758	1.3	9,634	1.0
Clinical nurse specialist	23,698	1.6	19,070	1.5	8,065	0.8
Nurse clinician	14,731	1.0	8,006	0.6	7,045	0.7
Nurse anesthetist	18,530	1.2	14,580	1.1	13,046	1.3
Private duty	22,675	1.5	22,983	1.8	28,563	2.9
Researcher	3,009	0.2	2,544	0.2	1,945	0.2
Other	53,188	3.6	61,471	4.8	34,515	3.5
Not reported	93	(2)	6,547	0.5	1,026	0.1

[1] Includes only registered nurses actively licensed in November 1980 and 1984 or September 1977 and who worked in the United States.

[2] Less than 0.05 percent.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984*, June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938, and previous reports.

Hospitals

In 1984, hospitals employed 68 percent of all registered nurses who worked and 58 percent of all working licensed practical and vocational nurses. The American Hospital Association collects detailed staffing data from all hospitals in an annual survey. In this section, both trend and detailed data on the number of nurses employed in hospitals are provided from this survey.

The AHA survey is sent to all types of hospitals, including long-term general hospitals and psychiatric and other special-purpose hospitals. In addition to being classified by purpose or by services provided, hospitals are classified as to type of control and whether or not they are registered with AHA. The tables in this section vary in the categories of hospitals included. Some tables include only community hospitals and others include all non-federal hospitals with purpose or service identified. Interpretation of these tables depends on the subset of hospitals on which the data are based.

The first two tables provide the number of full-time equivalent nursing personnel in all hospitals surveyed by AHA. Long-term general hospitals and psychiatric and other special-purpose hospitals are included. Full-time equivalencies (FTEs) are calculated by adding one-half the number of part-time staff to the number of full-time staff. The trend data given in Table 4.6 show that in the period 1977-85 the number of hospitals decreased 3.9 percent but the FTE registered nurse staff increased 38 percent. The table shows that FTE licensed practical and vocational nurse staff increased through 1982 but decreased steadily after that. The number of licensed practical and vocational nurses in 1985 was 14 percent less than the number in 1977 and nearly 19 percent less than the number in the highest year, 1982. From 1984 to 1985, the registered nurse FTE staff increased 2 percent and the licensed practical and vocational nurse FTE staff decreased 7 percent. The number of FTE registered and licensed practical and vocational nurses for each year from 1977 to 1985 are illustrated in Figure 6.

The number of FTE nursing staff by the size of hospital is given in Table 4.7 for 1984 and 1985. Size of hospital is measured in terms of the number of beds. This table includes data on all hospitals surveyed by AHA. Overall, the number of hospitals decreased slightly from 1984 to 1985. The number of hospitals in both the smallest category and the two largest categories decreased significantly. The number of hospitals in the middle categories increased. The total number of FTE nursing staff did not change in 1985 from 1984.

For 1985, the number of FTE registered nurses increased in all hospital size categories with the exception of hospitals with more than 400 beds. The number of FTE licensed practical and vocational nurses decreased in all categories except the smallest hospitals. The percentage of the total FTE nursing staff who were licensed practical or vocational nurses varied somewhat by the size of the hospital. In the three categories of hospitals with 99 or fewer beds, the proportion of licensed practical and vocational nurses was around 30 percent. In the four categories of hospitals with 200 beds or more, licensed practical and vocational nurses represented only 20 percent of FTE nursing staff.

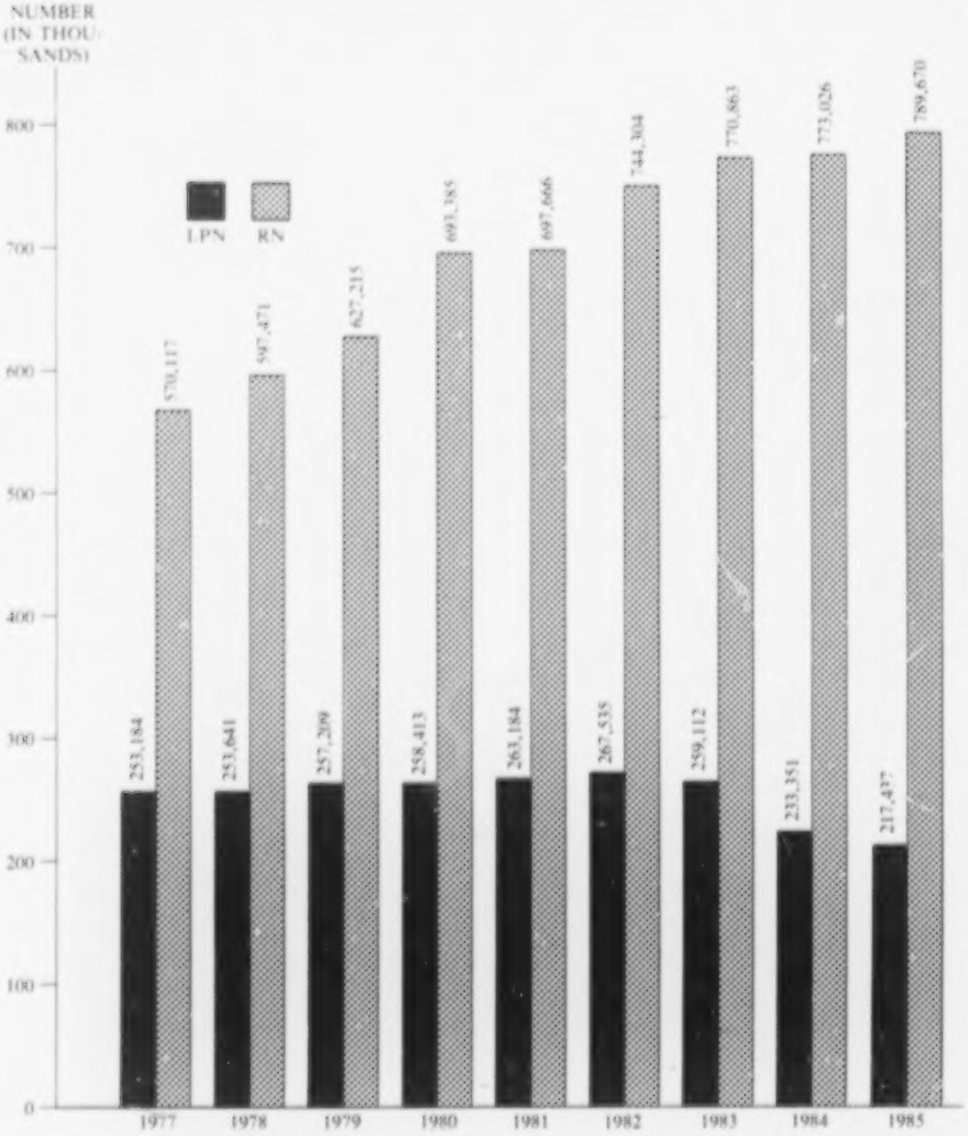


Figure 6. Number of full-time equivalent licensed practical/vocational and registered nurses employed in hospitals,[1] 1977–85.

[1] Includes only AHA-registered hospitals.

SOURCE: American Hospital Association, *Hospital Statistics 1986*, and previous years.

Table 4.2. Estimated Number and Percentage of Registered Nurses[1] Employed in Nursing, by Field of Employment and Type of Position, November 1984

Type of position	Total		Hospital		Nursing home		Nursing education		Public health		Student health service	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	*1,485,725*	*100.0*	*1,011,955*	*100.0*	*115,077*	*100.0*	*40,311*	*100.0*	*101,430*	*100.0*	*43,144*	*100.0*
Administrator/assistant	77,177	5.2	31,319	3.1	23,281	20.2	3,367	8.4	10,270	10.1	850	2.0
Consultant	11,491	0.8	1,321	0.1	1,137	1.0	120	0.3	2,483	2.4	184	0.4
Supervisor/assistant	89,542	6.0	54,163	5.4	17,656	15.3	33	0.1	11,400	11.2	462	1.1
Instructor	65,935	4.4	20,937	2.1	3,513	3.1	35,545	88.2	737	0.7	1,685	3.9
Head nurse/assistant	94,060	6.3	78,749	7.8	6,730	5.8	133	0.3	1,719	1.7	417	1.0
General duty/staff	992,956	66.8	741,785	73.3	58,676	51.0	488	1.2	59,240	58.4	36,569	84.8
Nurse practitioner/midwife	18,642	1.3	5,588	0.6	267	0.2	112	0.3	4,784	4.8	1,505	3.5
Clinical nursing specialist	23,698	1.6	17,343	1.7	203	0.2	66	0.2	1,855	1.8	105	0.2
Nurse clinician	14,731	1.0	8,894	0.9	79	0.1	28	0.1	1,681	1.7	513	1.2
Nurse anesthetist	18,530	1.2	16,397	1.6	...	...	...	...	41	(2)	...	...
Researcher	3,009	0.2	2,024	0.2	...	...	68	0.2	49	(2)	51	0.1
Other	75,863	5.1	33,393	3.3	3,536	3.1	350	0.9	7,172	7.1	802	1.9
Not reported	93	(2)	41	(2)	...	...	...	...	...	...	...	...

Type of position	Occupational health		Ambulatory care		Other self-employed		Private duty		Other		Not reported	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	*22,890*	*100.0*	*97,374*	*100.0*	*9,214*	*100.0*	*22,675*	*100.0*	*21,450*	*100.0*	*207*	*100.0*
Administrator/assistant	1,728	7.5	3,282	3.4	1,055	11.4	...	...	2,025	9.4	...	...
Consultant	698	3.0	326	0.3	1,264	13.7	...	...	3,955	18.4	...	...
Supervisor/assistant	1,493	6.5	2,949	3.0	164	1.8	...	...	1,115	5.2	107	51.7
Instructor	158	0.7	635	0.7	1,062	11.5	...	...	1,662	7.7	...	...
Head nurse/assistant	899	3.9	4,671	4.8	24	0.3	...	...	719	3.4	...	...
General duty/staff	15,972	69.8	70,477	72.4	1,475	16.0	...	...	8,227	38.4	48	23.2
Nurse practitioner/midwife	220	1.0	5,049	5.2	1,084	11.8	...	...	32	0.1	...	...
Clinical nursing specialist	162	0.7	3,087	3.2	811	8.8	...	...	66	0.3	...	...
Nurse clinician	310	1.4	2,957	3.0	168	1.8	...	...	101	0.5	...	...
Nurse anesthetist	...	...	307	0.3	1,601	17.4	...	...	184	0.9	...	...
Researcher	...	...	320	0.3	24	0.3	...	...	473	2.2		...
Other	1,250	5.5	3,312	3.4	481	5.2	22,675	100.0	2,891	13.5	...	...
Not reported	...	...	...	...	...	...	...	...	...	...	52	25.1

[1] Includes only registered nurses actively licensed in November 1984 who worked in the United States.

[2] Less than 0.05 percent.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984,* June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938.

Table 4.3. Estimated Number and Percentage of Registered Nurses[1] Employed in Nursing, by Highest Nursing-related Educational Preparation and Type of Position, November 1984

Type of position	Total[2]		Highest nursing-related educational preparation											
			Diploma		Associate degree		Baccalaureate		Master's degree		Doctorate	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	*1,485,725*	*100.0*	*620,350*	*41.8*	*372,572*	*25.1*	*395,842*	*26.6*	*85,567*	*5.8*	*4,900*	*0.3*
Administrator/assistant	77,177	100.0	28,704	37.2	11,069	14.3	21,009	27.2	14,838	19.2	1,151	1.5
Consultant	11,491	100.0	4,217	36.7	1,798	15.6	3,283	28.6	1,986	17.3	207	1.8
Supervisor/assistant	89,542	100.0	45,134	50.4	18,655	20.8	21,037	23.5	4,510	5.0	...	...
Instructor	65,935	100.0	11,250	17.1	4,619	7.0	21,532	32.7	25,530	38.7	2,952	4.5
Head nurse/assistant	94,060	100.0	42,920	45.6	20,308	21.6	27,403	29.1	3,078	3.3	...	...
General duty/staff	992,956	100.0	426,677	43.0	289,300	29.1	257,004	25.9	14,847	1.5	369	(3)
Nurse practitioner/midwife	18,642	100.0	5,668	30.4	2,194	11.8	5,619	30.1	5,104	27.4	...	...
Clinical nursing specialist	23,698	100.0	7,313	30.9	3,955	16.7	4,997	21.1	7,295	30.8	137	0.6
Nurse clinician	14,731	100.0	5,587	37.9	2,492	16.9	5,488	37.3	1,009	6.8	...	...
Nurse anesthetist	18,530	100.0	8,000	43.2	3,680	19.9	5,630	30.4	1,220	6.6	...	...
Researcher	3,009	100.0	503	16.7	412	13.7	1,279	42.5	815	27.1	...	...
Private duty nurse	22,675	100.0	12,543	55.3	4,487	19.8	4,661	20.6	714	3.1	...	...
Other	53,188	100.0	21,835	41.1	9,561	18.0	16,847	31.7	4,620	8.7	85	0.2
Not reported	93	100.0	...	...	41	44.1	52	55.9	...	...	...	...

[1] Includes only registered nurses actively licensed in November 1984 who worked in the United States.

[2] Includes an estimated 6,495 registered nurses who did not report highest nursing-related educational preparation.

[3] Less than 0.05 percent.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984,* June 1986. Report available through NTIS, 5282 Port Royal Road, Springfield, Va., 22161, Accession No. HRP-0906938.

Table 4.4. Estimated Number and Percentage of Employed Licensed Practical/Vocational Nurses,[1] by Field of Employment and Type of Position, November 1983

Field of employment	*Total*		*Type of position*											
			Charge nurse		*Private duty nurse*		*Staff nurse*		*No position title*		*Other*		*Not reported*	
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*
Total, employed as L.P.N./L.V.N.	*539,463*	*100.0*	*103,425*	*19.2*	*22,797*	*4.2*	*351,697*	*65.2*	*48,928*	*9.1*	*4,170*	*0.8*	*8,447*	*1.6*
Hospital	310,842	100.0	15,863	5.1	1,597	0.5	274,520	88.3	18,061	5.8	454	0.1	349	0.1
Nursing home	121,398	100.0	78,315	64.5	1,210	1.0	36,138	29.8	3,787	3.1	1,694	1.4	254	0.2
Public/community health	13,574	100.0	2,022	14.9	834	6.1	7,706	56.8	2,219	16.3	779	5.7	13	0.1
Student health	4,200	100.0	215	5.1	...	...	2,516	59.9	806	19.2	585	13.9	78	1.9
Occupational health	6,056	100.0	874	14.4	312	5.2	2,941	48.6	1,826	30.2	102	1.7	...	...
Physician's or dentist's office	48,969	100.0	5,043	10.3	45	0.1	23,829	48.7	19,636	40.1	294	0.6	122	0.2
Private duty	19,959	100.0	260	1.3	18,175	91.1	703	3.5	745	3.7	61	0.3	13	0.1
Other	6,237	100.0	721	11.6	501	8.0	3,074	49.3	1,740	27.9	201	3.2	...	...
Not reported	8,229	100.0	112	1.4	122	1.5	271	3.3	107	1.3	...	...	7,617	92.6

[1] Includes only licensed practical/vocational nurses who were actively licensed in November 1983 and worked in the United States.

NOTE: "Number" corresponds to the weighted population estimate derived from the sample. Because of rounding, sums of estimated numbers and estimated percentages may not add to totals.

SOURCE: U.S. Department of Health and Human Services, Public Health Service, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, "National Sample Survey of Licensed Practical/Vocational Nurses, November 1983." Unpublished data, 1985.

Table 4.5. Average Annual Unemployment Rates for Civilian Workers and Selected Health Occupations, 1977-86

Occupations	*1986*	*1985*	*1984*	*1983*	*1982*	*1981*	*1980*	*1979*	*1978*	*1977*
Nursing[1]										
Registered nurses	[2]1.6	1.7	2.0	1.6	1.9	1.6	1.7	1.8	1.8	2.6
Licensed practical/vocational nurses	[2]3.3	4.2	3.5	5.4	4.1	3.4	2.9	4.2	3.4	3.9
Nurses' aides, orderlies, attendants	9.4	9.7	10.0	10.8	10.1	9.3	7.2	7.7	8.3	8.5
Other health occupations[1]										
Physicians (M.D. and D.O.)	0.5	0.6	0.7	0.7	1.0	0.3	0.4	0.5	0.3	0.5
Dentists	...	...	0.5	...	...	0.5	0.3	0.1	0.5	0.8
Pharmacists	0.8	1.8	1.3	1.2	2.4	1.7	1.5	1.7	1.3	2.2
Therapists	1.0	2.1	3.1	2.4	2.0	2.9	2.3	2.6	4.3	3.4
Clinical laboratory technologists, technicians	2.5	2.1	1.9	3.0	2.4	3.3	3.9	3.6	4.3	2.5
Health aides, except nursing	5.3	6.4	5.4	6.6	7.0	5.2	5.4	4.4	4.2	4.9
Dental assistants	5.3	4.3	3.6	5.0	5.3	4.9	6.8	6.3	5.6	8.7
All civilian workers										
Total, 16 years and over	7.0	7.2	7.5	9.6	9.7	7.6	7.1	5.8	6.1	7.1
Women, 16 years and over	7.1	7.4	7.6	9.2	9.4	7.9	7.4	6.8	7.2	8.2
Women, 25-54 years	5.9	6.2	6.3	7.7	7.7	6.3	6.0	5.2	5.5	6.4

[1] Beginning in 1983, data may not be strictly comparable with data for earlier years because they are based on the 1980 census classification system.

[2] In 90 cases out of 100, on the average, the standard error falls within the following ranges: registered nurses, ± 0.40; licensed practical/vocational nurses, ± 1.12.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Employment and Earnings*, and unpublished data.

The number of FTE registered nurses and licensed practical and vocational nurses are presented for nine years in Table 4.8 for all non-federal short-term hospitals. The number of registered nurses employed increased by 40 percent between 1977 and 1985. The increase in these short-term hospitals was slightly more than the increase in all other hospitals combined. During the same period, the number of licensed practical and vocational nurses employed decreased 15 percent.

The final three columns of Table 4.8 show the ratio of FTE nursing personnel per 100 adjusted average daily census. The adjusted average daily census combines data for the average number of inpatients with an equivalent figure for outpatients. The ratio for registered nurses climbed steadily from 1977 to 1985, whereas the ratio for licensed practical and vocational nurses decreased slightly. The registered nurse ratio continued to increase even in a period after 1982 of declining adjusted average daily census. Changes in these ratios since 1977 are illustrated in Figure 7.

The same ratios are presented in Table 4.9 by size of hospital. The larger hospitals, those with 300 or more beds, employed a higher ratio of registered nurses to adjusted average daily census than the smaller hospitals employed. To some extent, smaller hospitals compensated for this by employing relatively more licensed practical and vocational nurses. Comparisons of data for the two years presented in the table need to be made with some care because the number of hospitals changed somewhat in the two-year span. However, the ratio of registered nurses in all sizes of hospitals increased substantially in 1985 over 1984.

Ratios are presented by state and region in Table 4.10 for 1985 and in Table 4.11 for 1984. The data in these two tables are also classified according to the type of hospital. Regional and state differences in nurse staffing, as well as differences by type of hospital, are apparent. Short-term hospitals in the East South Central and West South Central regions employed the highest ratios of licensed practical and vocational nurses; the Mountain and Pacific regions employed the highest ratios of registered nurses. Both psychiatric and long-term hospitals employed much smaller numbers of nurses overall and a much smaller ratio of nurses per 100 patients than short-term hospitals employed. The small number of long-term hospitals included limits interpretation of state-level data for these hospitals.

Increases in 1985 over 1984 in the ratio of registered nurses were seen in all regions and most states for these types of hospitals. However, those increases were somewhat smaller in the two western regions, which already had relatively high ratios of registered nurses, and in the New England region.

Information about FTE nursing personnel and the ratio of those personnel for federal hospitals are in Tables 4.12 through 4.14. The ratios in these tables are based on the inpatient census only. Federal hospitals include both psychiatric and general hospitals. In Table 4.12, the same trends in the ratio of registered nurses for the years 1976 to 1985 are seen for federal hospitals as were noted for non-federal hospitals in Table 4.8. The ratio for registered nurses increased 47 percent. The licensed practical and vocational nurse ratio increased only 26 percent.

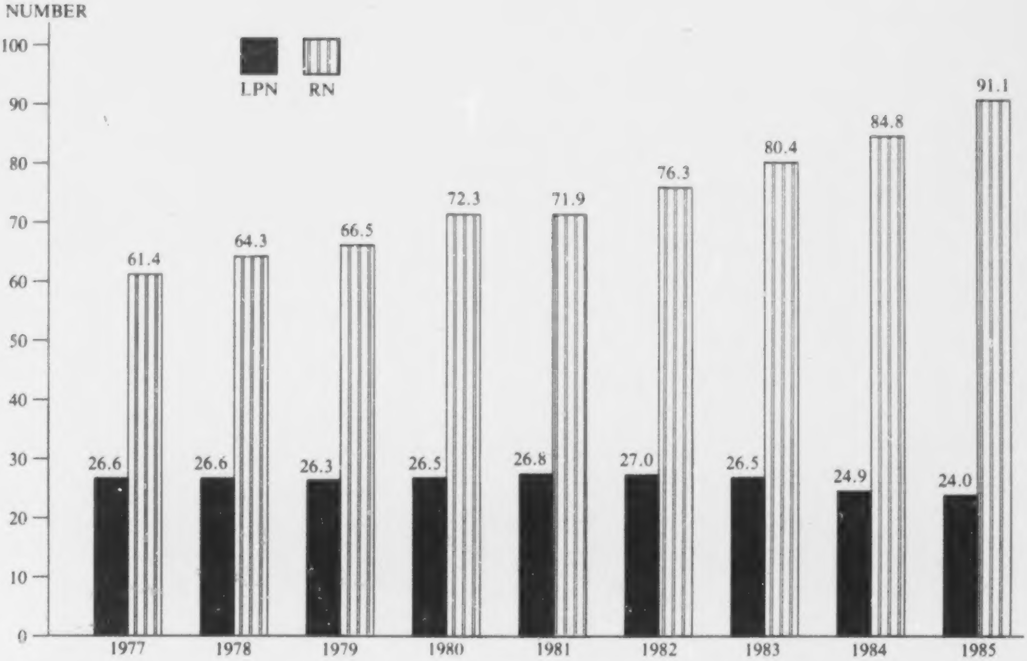


Figure 7. Number of full-time equivalent licensed practical/vocational nurses and registered nurses per 100 adjusted average daily census in all non-federal short-term general and other special hospitals, 1977–85.

NOTE: For data and footnotes, see Table 4.8.

SOURCE: Ratios were computed by the American Nurses' Association, Center for Research, Statistics and Data Analysis, based on data from the American Hospital Association, *Hospital Statistics 1986*, and previous years.

The ratio of registered nurses per 100 patients in federal hospitals was considerably lower than the ratio for non-federal hospitals that appeared in previous tables. The ratio for licensed practical and vocational nurses was also much lower than the ratio for non-federal hospitals. There was considerable variability by region and state in the ratio of nursing staff per 100 patients. Again, the western regions had both the highest ratios of registered nurses to patients and the highest ratios of licensed practical and vocational nurses to patients. The total full-time equivalent nursing staff per 100 patients ranged from a low of 49.9 in the Middle Atlantic region to a high of 106.7 in the Mountain region. The same trends are seen for 1984 in Table 4.14.

The next set of tables displays the number of full-time and part-time nursing staff by hospital classification, bed size, and state for four types of nursing staff. Tables 4.15 through 4.28 are based on AHA-registered hospitals — 98 percent of all hospitals. State information is given for community hospitals only. Tables 4.15 and 4.16 provide descriptive data for the hospitals by region and classification. The total number of beds and the average daily census are useful in interpreting the tables on number of staff.

The number of nurse practitioners employed both full time and part time in 1984 and 1985 by type of hospital is given in Table 4.17. The total number of nurse practitioners increased 16 percent in those two years. However, the proportion (13 percent) working part time was unchanged. The number of nurse practitioners by region is given in Table 4.18. There were more nurse practitioners in the two Atlantic regions and the East North Central region than in the other regions. However, the data in Table 4.16 show that these three regions were also the largest in terms of bed size and average daily census. The number of nurse practitioners employed in community hospitals appears in Table 4.19 by state for both 1984 and 1985. The numbers in most states were quite small.

The number of registered nurses employed full time and part time are shown by type of hospital for 1984 and 1985 in Table 4.20. The short-term general and other special hospitals employed the vast majority of registered nurses. Comparing the number of full-time registered nurses with the average daily census given in Table 4.15, the ratio of full-time registered nurses to patients was higher in short-term hospitals than in any other type of hospital. The short-term general and other special hospitals also had a higher percentage of registered nurses who worked part time. The figure for the short-term general category was 34 percent; for nurses in federal hospitals working part time, it was only 8 percent.

Table 4.21 depicts the number of full-time and part-time registered nurses by region. The percentage of the total number of registered nurses employed part time varied considerably among regions. About 40 percent of all employed nurses worked part time in the New England, West North Central, and Pacific regions. In the two South Central regions, the percentage of nurses working part time was nearer to 20 percent.

Table 4.22 presents the number of full-time and part-time registered nurses in community hospitals by state. The variability in the percentage of nurses who worked part time is even more pronounced in this table. Five states showed more nurses working part time than working full time. In other states, the majority of nurses worked full time.

The total number of licensed practical and vocational nurses employed in short-term hospitals declined 9 percent from 1984 to 1985 (Table 4.23). The total number of licensed practical and vocational nurses in federal, psychiatric, and tuberculosis hospitals increased. The proportion of licensed practical and vocational nurses working part time in short-term hospitals was 32 percent; of licensed practical and vocational nurses working part time in all hospitals, it was 29 percent.

In Table 4.24, the numbers of full-time and part-time licensed practical and vocational nurses are provided by region. The percentage working part time varied considerably by region. The New England and West North Central regions had the highest proportion (more than 40 percent) working part time. The South Atlantic region and the two South Central regions had under 20 percent working part time. These trends are shown in sharper detail in Table 4.25, which provides the number of full-time and part-time licensed practical and vocational nurses employed in community hospitals, by state. Montana and the District of Columbia had virtually no nurses working part time. In 11 other states, more nurses were working part time than full time. These states, found in all regions of the country except the South, were Maine, Massachusetts, Connecticut, New Hampshire, and Rhode Island in New England; Minnesota, South Dakota, North Dakota, and Wisconsin in the Midwest; and Oregon and Alaska in the West.

Data on the number of ancillary nursing personnel in hospitals are provided in Tables 4.26 through 4.28. These personnel, as defined by AHA, consist of aides, orderlies, attendants, and operating-room technicians. The total number of persons employed both full time and part time in these types of positions decreased from 1984 to 1985—9 percent in short-term hospitals and 7 percent for all types of hospitals. The same data are provided by region in Table 4.27. For 1985, 21 percent of ancillary nursing personnel were working part time; this percentage varied by region, however. The number of full-time and part-time ancillary nursing personnel employed in community hospitals is given by state in Table 4.28.

Facts about collective bargaining activities in hospitals are shown in Tables 4.29 and 4.30. The data in Table 4.29 were collected by the U.S. Department of Labor in its industry wage survey. It can be seen from the table that collective bargaining agreements generally applied to a greater proportion of workers in government hospitals than in private hospitals. The Bureau of Labor Statistics publication cited in Table 4.29 also reported that, in government facilities, collective bargaining contracts covered two-thirds of the nurses. In private hospitals, the proportion was about one-fourth of the registered nurses. Registered nurses were represented chiefly by state nurses' associations, constituents of ANA, which enrolled about three-fifths of the nurses who had labor contract coverage in private hospitals surveyed by the Department of Labor.

Information on the collective bargaining activities of ANA's constituent state nurses' associations is presented in Table 4.30. This table provides data on the number of local bargaining units in each state that conducted collective bargaining activities. It also indicates the total number of registered nurses and other staff who were under contract in each state. New York, Massachusetts, and California had the largest number of nurses included in collective bargaining agreements. Two-thirds of the nurses who belonged to local bargaining units were employed in private hospitals. Several state nurses' associations also had collective bargaining agreements that included health care employees other than registered nurses. Those states are identified in the final column of Table 4.30.

Table 4.6. Full-time Equivalent Nursing Personnel[1] in Hospitals,[2] 1977–85

Year	*Number of hospitals*	*Full-time equivalent nursing personnel*		
		Total	*Registered nurses*	*Licensed practical nurses*
1985	7,024	1,012,320	793,395	218,925
1984	7,033	1,012,148	777,136	235,012
1983	7,044	1,035,241	774,301	260,940
1982	7,088	1,018,471	748,578	269,893
1981	7,091	966,458	701,133	265,325
1980	7,123	957,486	696,812	260,674
1979	7,161	890,959	630,642	260,317
1978	7,230	859,792	602,660	257,132
1977	7,307	830,356	574,583	255,773

[1] Data reflect the number of full-time equivalent (FTE) nursing personnel. The FTE is computed by adding one-half the number of part-time nurses to the number of full-time nurses.

[2] Includes all U.S. hospitals, AHA-registered and non-AHA-registered hospitals.

SOURCE: American Hospital Association, *Hospital Statistics 1986*, pp. 18–19, and 206–207, and previous years.

Table 4.7. Full-time Equivalent Nursing Personnel[1] in Hospitals,[2] by Size of Hospital, 1984 and 1985

Year and number of beds	*Number of hospitals*	*Full-time equivalent nursing personnel*		
		Total	*Registered nurses*	*Licensed practical nurses*
1985	*7,024*	*1,012,320*	*793,395*	*218,925*
Under 25 beds	291	3,591	2,600	991
25–49	1,188	25,198	17,279	7,919
50–99	1,699	78,102	55,264	22,838
100–199	1,645	174,210	129,657	44,553
200–299	853	175,044	137,388	37,656
300–399	511	159,969	129,579	30,390
400–499	303	117,324	96,270	21,054
500 beds or more	534	278,882	225,358	53,524
1984	*7,033*	*1,012,148*	*777,136*	*235,012*
Under 25 beds	305	3,349	2,463	886
25–49	1,187	24,848	16,771	8,077
50–99	1,685	77,593	53,559	24,034
100–199	1,624	170,798	124,160	46,638
200–299	844	171,501	130,876	40,625
300–399	506	152,223	120,996	31,227
400–499	328	125,671	100,573	25,098
500 beds or more	554	286,165	227,738	58,427

[1] Data reflect the number of full-time equivalent (FTE) nursing personnel. The FTE is computed by adding one-half the number of part-time nurses to the number of full-time nurses.

[2] Includes all U.S. hospitals, AHA-registered and non-AHA-registered hospitals.

SOURCE: American Hospital Association, *Hospital Statistics 1986*, pp. 19 and 207, and previous year.

Table 4.9. Nursing Personnel[1] per 100 Adjusted Average Daily Census[2] in All Non-federal Short-term General and Other Special Hospitals,[3] by Size of Hospital, 1984 and 1985

Year and number of beds	*Number of hospitals*	*Adjusted average daily census*	*Full-time equivalent nursing personnel per 100 patients*		
			Total[4]	*Registered nurses*	*Licensed practical nurses*
1985[5]	*5,855*	*782,564*	*115.1*	*91.1*	*24.0*
Under 25 beds	243	2,225	125.6	90.1	35.5
25-49	1,030	19,622	110.4	73.5	36.9
50-99	1,416	65,880	104.6	72.8	31.8
100-199	1,425	148,159	107.9	80.3	27.7
200-299	741	142,891	114.9	90.5	24.4
300-399	442	124,574	120.6	98.4	22.2
400-499	239	87,955	120.7	100.1	20.6
500 beds or more	319	191,258	118.7	99.2	19.5
1984[5]	*5,895*	*827,499*	*109.7*	*84.8*	*24.9*
Under 25 beds	255	2,489	107.5	77.1	30.5
25-49	1,036	21,399	100.4	65.8	34.6
50-99	1,428	70,442	98.2	66.8	31.5
100-199	1,400	149,681	104.7	75.8	28.9
200-299	737	147,709	109.1	83.6	25.5
300-399	438	127,464	112.3	89.8	22.5
400-499	269	102,542	113.4	91.3	22.1
500 beds or more	332	205,773	115.0	94.0	21.0

[1] Data reflect the number of full-time equivalent (FTE) nursing personnel. The FTE is computed by adding one-half the number of part-time nurses to the number of full-time nurses.

[2] Nurse-to-patient ratios are based on the adjusted average daily census, which includes the average number of inpatients plus an equivalent figure for outpatients.

[3] Includes all U.S. hospitals, AHA-registered and non-AHA-registered hospitals.

[4] Detail may not add to totals because of rounding.

[5] Excludes one non-AHA-registered hospital unit of institution because breakdown by bed size was not available.

SOURCE: Ratios were computed by the American Nurses' Association, Center for Research, Statistics and Data Analysis, based on data from the American Hospital Association, *Hospital Statistics 1986*, pp. 10-11 and 206-207, and previous year.

Table 4.8. Nursing Personnel[1] per 100 Adjusted Average Daily Census[2] in All Non-federal Short-term General and Other Special Hospitals,[3] 1977–85

Year	Number of hospitals	Adjusted average daily census	*Full-time equivalent nursing personnel*			*Full-time equivalent nursing personnel per 100 patients*		
			Total	*Registered nurses*	*Licensed practical nurses*	*Total*[4]	*Registered nurses*	*Licensed practical nurses*
1985	5,855	782,564	900,897	712,939	187,958	115.1	91.1	24.0
1984	5,895	827,499	907,520	701,599	205,921	109.7	84.8	24.9
1983	5,925	872,288	932,805	701,530	231,275	106.9	80.4	26.5
1982	5,955	886,458	915,478	675,963	239,515	103.3	76.3	27.0
1981	5,964	880,127	868,514	632,796	235,718	98.7	71.9	26.8
1980	5,991	864,809	854,857	625,305	229,552	98.8	72.3	26.5
1979	6,020	845,435	784,069	562,121	221,948	92.7	66.5	26.3
1978	6,076	831,726	756,463	534,857	221,606	91.0	64.3	26.6
1977	6,120	826,905	727,740	507,883	219,857	88.0	61.4	26.6

[1] Data reflect the number of full-time equivalent (FTE) nursing personnel. The FTE is computed by adding one-half the number of part-time nurses to the number of full-time nurses.
[2] Nurse-to-patient ratio based on the adjusted average daily census, which includes the average number of inpatients plus an equivalent figure for outpatients.
[3] Includes all U.S. hospitals, AHA-registered and non-AHA-registered. Excludes any non-registered hospital units of institutions.
[4] Detail may not add to totals because of rounding.

SOURCE: Ratios were computed by the American Nurses' Association, Center for Research, Statistics and Data Analysis, based on data from the American Hospital Association, *Hospital Statistics 1986*, pp. 10-11 and 206-207, and previous years.

Table 4.10. Nursing Personnel[1] per 100 Average Daily Census in Non-federal Hospitals,[2] by Type of Hospital, 1985

	Short-term general and other special[3]				*Psychiatric*[4]				*Long-term general and other special*[5]			
		Full time equivalent nursing personnel per 100 patients				*Full time equivalent nursing personnel per 100 patients*				*Full time equivalent nursing personnel per 100 patients*		
Region and state	*Number of hospitals*	*Total*[6]	*Registered nurse*	*Licensed practical nurse*	*Number of hospitals*	*Total*[6]	*Registered nurse*	*Licensed practical nurse*	*Number of hospitals*	*Total*[6]	*Registered nurse*	*Licensed practical nurse*
Total	*5,784*	*115.1*	*91.1*	*24.0*	*610*	*27.2*	*18.1*	*9.1*	*128*	*37.1*	*24.0*	*13.1*
New England	*258*	*114.5*	*95.0*	*19.5*	*51*	*34.0*	*26.2*	*7.8*	*37*	*39.5*	*23.9*	*15.6*
Connecticut	40	113.0	94.8	18.2	15	33.3	28.5	4.8	5	29.4	20.0	9.5
Maine	42	112.5	86.9	25.6	4	29.0	22.2	6.8	...	...	...	...
Massachusetts	117	113.8	96.4	17.4	23	37.8	26.3	11.4	30	44.4	26.7	17.8
New Hampshire	29	128.5	108.4	20.1	4	18.0	14.1	3.9	...	...	...	...
Rhode Island	14	118.3	94.1	24.3	3	43.0	38.2	4.8	2	21.7	11.3	10.5
Vermont	16	107.9	77.5	30.4	2	30.9	24.2	6.6	...	...	...	...
Middle Atlantic	*605*	*105.6*	*87.2*	*18.4*	*94*	*25.2*	*18.1*	*7.0*	*32*	*36.8*	*24.4*	*12.4*
New Jersey	100	104.3	83.1	21.1	11	31.0	16.6	14.3	13	33.5	21.5	11.9
New York	260	97.5	82.5	15.1	44	22.0	16.9	5.1	9	35.4	25.3	10.2
Pennsylvania	245	120.0	97.5	22.5	39	29.0	21.4	7.6	10	47.4	29.4	17.9
South Atlantic	*836*	*117.2*	*91.2*	*26.0*	*120*	*27.4*	*17.7*	*9.7*	*16*	*36.8*	*24.7*	*12.1*
Delaware	8	117.7	97.6	20.1	2	23.3	15.0	8.3	1	13.6	9.8	3.8
District of Columbia	12	130.9	116.3	14.6	1	32.8	32.1	0.7	1	63.2	54.4	8.8
Florida	224	120.6	95.6	24.9	29	20.6	16.2	4.4	...	...	...	...
Georgia	167	116.2	84.9	31.3	21	26.5	16.2	10.3	...	...	...	...
Maryland	55	110.0	94.8	15.2	15	44.5	25.9	18.6	7	37.0	25.0	11.9
North Carolina	130	119.5	94.8	24.6	16	27.1	16.9	10.2	3	110.6	74.1	36.5
South Carolina	75	112.7	79.4	33.3	8	22.7	14.2	8.4	...	...	...	...
Virginia	101	115.0	84.9	30.1	25	28.6	19.3	9.3	4	34.1	20.5	13.6
West Virginia	64	112.7	83.5	29.2	3	13.4	5.5	7.9	...	...	...	...
East North Central	*890*	*115.4*	*93.7*	*21.7*	*90*	*25.0*	*17.7*	*7.3*	*14*	*41.0*	*27.6*	*13.5*
Illinois	241	115.0	98.3	16.7	19	28.3	21.9	6.4	5	43.1	28.9	14.1
Indiana	117	110.6	89.7	20.9	12	17.3	9.7	7.5	1	22.3	15.5	6.8
Michigan	193	118.3	91.6	26.7	19	28.1	20.5	7.6	3	48.8	33.6	15.3
Ohio	200	125.2	98.6	26.5	24	28.2	18.6	9.6	4	26.2	15.8	10.4
Wisconsin	139	93.7	79.2	14.5	16	21.0	16.8	4.2	1	102.2	77.5	24.7

East South Central	*490*	*109.8*	*77.9*	*31.9*	*32*	*23.6*	*14.7*	*8.9*	*2*	*5.9*	*2.4*	*3.5*
Alabama	129	115.9	81.6	34.3	7	16.5	9.6	6.8	...	...	...	...
Kentucky	107	108.1	82.6	25.5	8	39.1	28.1	11.0	...	...	...	...
Mississippi	108	106.0	68.1	37.8	4	14.6	5.4	9.1	1	18.8	6.3	12.5
Tennessee	146	108.2	76.7	31.5	13	30.1	20.6	9.6	1	5.1	2.1	2.9
West North Central	*788*	*101.2*	*80.6*	*20.5*	*45*	*22.6*	*15.4*	*7.2*	*8*	*33.7*	*22.5*	*11.2*
Iowa	129	102.3	87.2	15.1	7	18.0	10.4	7.6	...	...	...	...
Kansas	144	107.4	86.1	21.2	10	15.5	14.4	1.2	...	...	...	...
Minnesota	165	93.3	74.4	18.9	7	16.9	8.9	8.0	2	23.8	15.3	8.5
Missouri	142	110.1	86.4	23.7	15	37.7	27.0	10.6	3	59.7	43.9	15.8
Nebraska	99	97.8	76.0	21.8	4	36.8	28.0	8.7	2	24.0	13.2	10.7
North Dakota	52	90.7	65.4	25.2	2	20.6	11.1	9.5	...	...	...	...
South Dakota	57	85.5	67.0	18.5	...	...	...	...	1	12.1	5.5	6.6
West South Central	*840*	*121.9*	*84.1*	*37.8*	*76*	*30.0*	*17.8*	*12.2*	*9*	*34.1*	*21.7*	*12.4*
Arkansas	93	124.8	78.0	46.8	4	118.3	43.4	74.9	...	...	...	...
Louisiana	145	109.9	76.3	33.5	15	26.5	14.5	11.9	1	14.6	8.4	6.2
Oklahoma	120	122.7	84.3	38.4	9	27.7	18.4	9.4	1	20.8	6.7	14.1
Texas	482	125.1	87.5	37.5	48	28.9	18.2	10.7	7	48.5	32.8	15.7
Mountain	*378*	*121.0*	*100.0*	*21.0*	*30*	*32.1*	*26.1*	*5.9*	*2*	*89.8*	*81.9*	*7.8*
Arizona	61	137.2	117.4	19.8	7	31.2	28.2	3.0	...	...	...	...
Colorado	83	113.3	99.0	14.3	7	40.2	38.8	1.4	2	89.8	81.9	7.8
Idaho	47	109.5	77.6	31.9	3	26.9	14.4	12.5	...	...	...	...
Montana	61	84.5	68.6	15.9	...	...	...	...	...	...	...	...
Nevada	21	138.7	111.2	27.5	4	46.8	26.1	20.7	...	...	...	...
New Mexico	39	128.3	99.4	29.0	6	28.9	20.8	8.1	...	...	...	...
Utah	39	140.0	113.7	26.3	1	23.0	17.9	5.1	...	...	...	...
Wyoming	27	101.1	80.3	20.8	2	17.2	8.8	8.4	...	...	...	...
Pacific	*699*	*136.6*	*112.2*	*24.4*	*72*	*31.9*	*16.2*	*15.7*	*8*	*29.9*	*18.8*	*11.1*
Alaska	18	121.7	106.2	15.5	2	88.9	77.8	11.1	...	...	...	...
California	484	138.2	112.9	25.3	56	32.1	14.6	17.4	3	25.3	16.8	8.5
Hawaii	19	98.4	77.1	21.2	1	33.0	24.6	8.4	5	43.5	24.6	18.8
Oregon	74	146.5	127.5	19.1	6	23.1	20.0	3.1	...	...	...	...
Washington	104	131.7	108.4	23.3	7	28.5	16.8	11.7	...	...	...	...

[1] Data reflect the number of full-time equivalent (FTE) nursing personnel. The FTE is computed by adding one-half the number of part-time nurses to the number of full-time nurses.
[2] Excludes seven AHA-registered tuberculosis hospitals and 152 hospitals not registered with the American Hospital Association.
[3] Nurse-to-patient ratios based on the adjusted average daily census, which includes the average number of inpatients plus an equivalent figure for outpatients.
[4] Nurse-to-patient ratios based on the average daily census, which includes only the number of inpatients receiving care each day.
[5] Detail may not add to totals because of rounding.

SOURCE: Ratios were computed by the American Nurses' Association, Center for Research, Statistics and Data Analysis, based on data from the American Hospital Association, *Hospital Statistics 1986*, pp. 18-139.

Table 4.13. Nursing Personnel[1] per 100 Average Daily Census[2] in Federal Hospitals,[3] 1985

Region and state	*Number of hospitals*	*Average daily census*	*Full-time equivalent nursing personnel per 100 patients*		
			Total[4]	*Registered nurses*	*Licensed practical nurses*
Total	*343*	*85,424*	*69.0*	*53.6*	*15.4*
New England	*14*	*4,516*	*59.2*	*49.7*	*9.5*
Connecticut	3	657	74.4	66.4	8.1
Maine	1	377	52.8	42.7	10.1
Massachusetts	5	2,733	49.1	41.5	7.6
New Hampshire	2	275	58.5	48.4	10.2
Rhode Island	2	308	107.5	85.4	22.1
Vermont	1	166	90.4	71.7	18.7
Middle Atlantic	*30*	*13,208*	*49.4*	*38.8*	*10.6*
New Jersey	4	1,947	43.0	34.5	8.5
New York	15	6,955	52.1	41.2	10.9
Pennsylvania	11	4,306	47.9	36.8	11.1
South Atlantic	*63*	*17,519*	*73.9*	*57.5*	*16.4*
Delaware	2	271	62.0	56.1	5.9
District of Columbia	3	2,802	62.6	48.8	13.7
Florida	13	3,441	70.3	57.3	13.0
Georgia	9	2,248	79.7	56.5	23.2
Maryland	8	2,164	82.4	73.2	9.3
North Carolina	9	2,271	68.8	51.4	17.4
South Carolina	7	1,060	93.7	71.3	22.4
Virginia	8	2,382	79.3	56.8	22.5
West Virginia	4	880	66.3	51.3	15.0
East North Central	*28*	*11,844*	*53.6*	*42.5*	*11.2*
Illinois	9	3,687	63.5	51.9	11.6
Indiana	4	1,157	51.4	42.4	9.1
Michigan	7	2,016	55.7	41.2	14.5
Ohio	5	3,549	43.3	35.5	7.8
Wisconsin	3	1,435	53.0	37.6	15.4
East South Central	*23*	*6,446*	*64.5*	*48.4*	*16.1*
Alabama	8	1,791	64.7	42.8	21.9
Kentucky	5	1,354	76.4	54.9	21.6
Mississippi	5	1,218	64.3	50.1	14.2
Tennessee	5	2,083	56.7	48.1	8.6
West North Central	*41*	*7,199*	*67.7*	*52.1*	*15.6*
Iowa	3	867	56.7	46.7	10.0
Kansas	7	1,399	61.6	45.5	16.1
Minnesota	4	1,050	79.8	63.6	16.2
Missouri	7	2,239	58.2	44.1	14.1
Nebraska	5	629	86.0	64.7	21.3
North Dakota	5	265	94.7	75.5	19.2
South Dakota	10	750	78.5	59.6	18.9
West South Central	*45*	*10,132*	*74.2*	*57.0*	*17.2*
Arkansas	4	1,301	75.2	52.0	23.1
Louisiana	7	1,179	82.3	61.3	20.9
Oklahoma	12	773	129.6	97.5	32.1
Texas	22	6,879	66.5	52.7	13.8
Mountain	*52*	*4,558*	*106.7*	*80.4*	*26.3*
Arizona	17	1,515	111.7	85.7	25.9
Colorado	6	1,187	103.6	71.4	32.3
Idaho	2	126	122.2	107.1	15.1
Montana	6	211	101.9	75.4	26.5
Nevada	4	239	96.7	82.0	14.6
New Mexico	12	575	137.9	101.7	36.2
Utah	2	289	114.5	92.0	22.5
Wyoming	3	416	51.9	42.8	9.1
Pacific	*47*	*10,002*	*90.5*	*70.2*	*20.4*
Alaska	7	273	164.5	142.5	22.0
California	29	7,350	84.2	66.7	17.5
Hawaii	1	388	121.4	82.7	38.7
Oregon	2	725	81.4	63.9	17.5
Washington	8	1,266	107.1	74.1	33.0

[1] Data reflect the number of full-time equivalent (FTE) nursing personnel. The FTE is computed by adding one-half the number of part-time nurses to the number of full-time nurses.

[2] Nurse-to-patient ratios are based on the average number of inpatients receiving care each day.

[3] Excludes one federal hospital not registered with the American Hospital Association.

[4] Detail may not add to totals because of rounding.

SOURCE: Ratios were computed by the American Nurses' Association, Center for Research, Statistics and Data Analysis, based on data from the American Hospital Association, *Hospital Statistics 1986*, pp. 18-139.

Table 4.14. Nursing Personnel[1] per 100 Average Daily Census[2] in Federal Hospitals,[3] 1984

			Full-time equivalent nursing personnel per 100 patients		
Region and state	*Number of hospitals*	*Average daily census*	*Total*[4]	*Registered nurses*	*Licensed practical nurses*
Total	*341*	*88,723*	*64.4*	*49.9*	*14.4*
New England	*14*	*4,877*	*53.3*	*44.6*	*8.7*
Connecticut	3	701	69.3	61.6	7.7
Maine	1	415	49.6	40.0	9.6
Massachusetts	5	2,997	43.6	36.4	7.3
New Hampshire	2	282	55.0	43.6	11.3
Rhode Island	2	308	93.5	79.2	14.3
Vermont	1	174	90.2	68.4	21.8
Middle Atlantic	*29*	*13,767*	*47.4*	*37.3*	*10.2*
New Jersey	4	1,975	42.8	34.2	8.6
New York	15	7,217	50.8	39.6	11.2
Pennsylvania	10	4,575	44.2	34.9	9.3
South Atlantic	*63*	*17,845*	*70.7*	*54.0*	*16.7*
Delaware	2	273	65.2	59.7	5.5
District of Columbia	3	2,911	57.8	45.7	12.1
Florida	13	3,468	72.4	56.3	16.1
Georgia	9	2,222	77.7	54.2	23.5
Maryland	8	2,276	63.8	52.9	11.0
North Carolina	9	2,324	66.8	50.2	16.6
South Carolina	7	1,042	90.7	69.1	21.6
Virginia	8	2,365	85.0	61.6	23.4
West Virginia	4	964	58.1	45.0	13.1
East North Central	*27*	*12,514*	*50.1*	*39.6*	*10.5*
Illinois	9	4,068	54.9	44.0	10.9
Indiana	3	1,268	44.4	36.8	7.6
Michigan	7	2,093	48.8	36.5	12.4
Ohio	5	3,538	46.4	37.8	8.6
Wisconsin	3	1,547	52.0	38.4	13.6
East South Central	*23*	*6,958*	*59.2*	*44.8*	*14.4*
Alabama	8	1,969	57.6	37.5	20.1
Kentucky	5	1,406	74.6	52.3	22.3
Mississippi	5	1,403	57.2	47.0	10.3
Tennessee	5	2,180	51.9	45.1	6.8
West North Central	*41*	*7,689*	*62.0*	*47.2*	*14.8*
Iowa	3	960	55.9	46.0	9.9
Kansas	7	1,379	61.0	42.0	19.0
Minnesota	4	1,232	63.7	50.2	13.5
Missouri	7	2,371	53.1	40.0	13.1
Nebraska	5	653	81.2	63.9	17.3
North Dakota	5	276	89.5	68.1	21.4
South Dakota	10	818	69.3	53.3	16.0
West South Central	*45*	*10,216*	*69.6*	*54.9*	*14.8*
Arkansas	4	1,153	67.1	53.6	13.5
Louisiana	7	1,411	65.6	50.2	15.3
Oklahoma	12	753	126.4	97.1	29.3
Texas	22	6,899	64.7	51.4	13.3
Mountain	*52*	*4,619*	*98.9*	*74.5*	*24.4*
Arizona	17	1,414	106.6	81.8	24.8
Colorado	6	1,250	94.8	64.6	30.2
Idaho	2	134	117.2	106.0	11.2
Montana	6	217	93.5	69.1	24.4
Nevada	4	198	118.7	104.0	14.6
New Mexico	12	636	121.4	88.8	32.5
Utah	2	323	93.2	73.7	19.5
Wyoming	3	447	46.8	39.6	7.2
Pacific	*47*	*10,238*	*83.2*	*64.5*	*18.7*
Alaska	7	282	150.7	128.0	22.7
California	29	7,513	77.7	62.2	15.6
Hawaii	1	370	122.4	82.4	40.0
Oregon	2	761	67.0	51.2	15.8
Washington	8	1,312	98.2	66.5	31.8

[1] Data reflect the number of full-time equivalent (FTE) nursing personnel. The FTE is computed by adding one-half the number of part-time nurses to the number of full-time nurses.

[2] Nurse-to-patient ratios are based on the average number of inpatients receiving care each day.

[3] Excludes one federal hospital not registered with the American Hospital Association.

[4] Detail may not add to totals because of rounding.

SOURCE: Ratios were computed by the American Nurses' Association, Center for Research, Statistics and Data Analysis, based on data from the American Hospital Association, *Hospital Statistics 1985*, pp. 22-143.

Table 4.15. Number of Hospitals[1] and Beds and Average Daily Census, by Hospital Classification, 1984 and 1985

	Hospitals		
Classification	*Number*	*Beds*	*Average daily census*
Total, 1985	*6,872*	*1,317,630*	*909,811*
Federal	*343*	*112,023*	*85,424*
Non-federal	*6,529*	*1,205,607*	*824,387*
Psychiatric	610	170,788	146,675
Tuberculosis	7	849	544
Long-term general and other special	128	30,832	27,157
Short-term general and other special	5,784	1,003,138	650,011
Total, 1984	*6,872*	*1,338,741*	*970,286*
Federal	*341*	*112,308*	*88,723*
Non-federal	*6,531*	*1,226,433*	*881,563*
Psychiatric	579	175,470	151,459
Tuberculosis	7	930	590
Long-term general and other special	131	30,282	26,860
Short-term general and other special	5,814	1,019,751	702,654

[1] Includes only AHA-registered hospitals.

SOURCE: American Hospital Association, *Hospital Statistics 1986*, p. 18, and previous year.

Table 4.16. Number of Hospitals[1] and Beds and Average Daily Census in the United States, by Region, 1984 and 1985

	Hospitals		
Region	*Number*	*Beds*	*Average daily census*
Total, 1985	*6,872*	*1,317,630*	*909,811*
New England	361	76,518	58,890
Middle Atlantic	761	234,630	186,962
South Atlantic	1,037	219,381	152,483
East North Central	1,022	231,168	155,117
East South Central	547	92,514	61,270
West North Central	883	119,217	76,829
West South Central	972	144,400	88,315
Mountain	462	55,565	34,636
Pacific	827	144,237	95,309
Total, 1984	*6,872*	*1,338,741*	*970,286*
New England	361	77,436	61,731
Middle Atlantic	766	239,976	199,507
South Atlantic	1,025	222,340	161,186
East North Central	1,029	237,467	168,704
East South Central	549	94,814	66,792
West North Central	891	122,600	81,897
West South Central	967	144,646	95,684
Mountain	452	55,557	36,301
Pacific	832	143,905	98,484

[1] Includes only AHA-registered hospitals.

[2] For states in each region, see Table 4.10.

SOURCE: American Hospital Association, *Hospital Statistics 1986*, and previous year.

Table 4.17. Number of Full-time and Part-time Nurse Practitioners Employed in Hospitals,[1] by Hospital Classification, 1984 and 1985

Classification	*Number of hospitals*	*Number of nurse practitioners*		
		Total	*Full time*	*Part time*
Total, 1985	*6,872*	*5,496*	*4,757*	*739*
Federal	*343*	*997*	*961*	*36*
Non-federal	*6,529*	*4,499*	*3,796*	*703*
Psychiatric	610	314	278	36
Tuberculosis	7	1	. . .	1
Long-term general and other special	128	110	106	4
Short-term general and other special	5,784	4,074	3,412	662
Total, 1984	*6,872*	*4,725*	*4,119*	*606*
Federal	*341*	*923*	*879*	*44*
Non-federal	*6,531*	*3,802*	*3,240*	*562*
Psychiatric	579	133	123	10
Tuberculosis	7	. . .	. . .	. . .
Long-term general and other special	131	77	72	5
Short-term general and other special	5,814	3,592	3,045	547

[1] Includes only AHA-registered hospitals.

SOURCE: American Hospital Association, Hospital Data Center, "1985 Annual Survey of Hospitals," and previous year. Unpublished data, 1987.

Table 4.18. Number of Full-time and Part-time Nurse Practitioners Employed in Hospitals,[1] by Region,[2] 1984 and 1985

Region	*Number of hospitals*	*Number of nurse practitioners*		
		Total	*Full time*	*Part time*
Total, 1985	*6,872*	*5,496*	*4,757*	*739*
New England	361	628	462	166
Middle Atlantic	761	905	804	101
South Atlantic	1,037	1,328	1,214	114
East North Central	1,022	906	790	116
East South Central	547	140	132	8
West North Central	883	339	264	75
West South Central	972	262	252	10
Mountain	462	349	305	44
Pacific	827	639	534	105
Total, 1984	*6,872*	*4,725*	*4,119*	*606*
New England	361	589	452	137
Middle Atlantic	766	831	749	82
South Atlantic	1,025	1,028	929	99
East North Central	1,029	866	770	96
East South Central	549	167	149	18
West North Central	891	226	195	31
West South Central	967	199	195	4
Mountain	452	341	301	40
Pacific	832	478	379	99

[1] Includes only AHA-registered hospitals.

[2] For states in each region, see Table 4.10.

SOURCE: American Hospital Association, Hospital Data Center, "1985 Annual Survey of Hospitals," and previous year. Unpublished data, 1987.

Table 4.19. Number of Full-time and Part-time Nurse Practitioners Employed in Community Hospitals[1] by State, 1984 and 1985

State	*1985*			*1984*		
	Total	*Full time*	*Part time*	*Total*	*Full time*	*Part time*
United States, total	*3,959*	*3,316*	*643*	*3,432*	*2,926*	*506*
Alabama	8	8	...	19	19	...
Alaska	1	...	1	2	1	1
Arizona	72	65	7	54	49	5
Arkansas	21	21	...	15	15	...
California	254	197	57	233	166	67
Colorado	87	71	16	83	73	10
Connecticut	107	75	32	110	82	28
Delaware	5	5	...	4	4	...
District of Columbia	42	37	5	34	31	3
Florida	146	139	7	170	156	14
Georgia	50	38	12	48	38	10
Hawaii	3	3	...	2	2	...
Idaho	1	1	...	2	2	...
Illinois	184	162	22	212	201	11
Indiana	28	25	3	32	28	4
Iowa	63	47	16	30	25	5
Kansas	95	73	22	33	30	3
Kentucky	9	9	...	6	6	...
Louisiana	36	35	1	31	29	2
Maine	16	12	4	16	13	3
Maryland	134	111	23	124	100	24
Massachusetts	255	173	82	247	183	64
Michigan	264	239	25	215	199	16
Minnesota	18	7	11	18	17	1
Mississippi	4	4	...	17	8	9
Missouri	48	36	12	55	43	12
Montana	...	...	...	...	...	
Nebraska	...	...	...	...	...	
Nevada	4	3	1	7	7	...
New Hampshire	3	3	...	23	19	4
New Jersey	205	192	13	205	194	11
New Mexico	25	15	10	39	33	6
New York	376	326	50	348	297	51
North Carolina	293	264	29	36	36	...
North Dakota	4	3	1	3	3	...
Ohio	274	226	48	248	211	37
Oklahoma	3	3	...	1	1	...
Oregon	21	14	7	19	17	2
Pennsylvania	138	110	28	127	114	13
Rhode Island	69	51	18	56	44	12
South Carolina	318	292	26	265	234	31
South Dakota	24	20	4	19	16	3
Tennessee	38	30	8	35	28	7
Texas	47	41	6	24	22	2
Utah	19	15	4	18	12	6
Vermont	4	3	1	3	3	...
Virginia	29	23	6	35	30	5
Washington	49	36	13	39	32	7
West Virginia	5	5	...	3	3	...
Wisconsin	59	47	12	66	49	17
Wyoming	1	1	...	1	1	...

[1] Includes only AHA-registered hospitals.

SOURCE: American Hospital Association, Hospital Data Center, "1985 Annual Survey of Hospitals," and previous year. Unpublished data, 1987.

Table 4.11. Nursing Personnel[1] per 100 Average Daily Census in Non-federal Hospitals,[2] by Type of Hospital, 1984

Region and state	*Short-term general and other special*[3]				*Psychiatric*[4]				*Long-term general and other special*[4]			
	Number of hospitals	*Full-time equivalent nursing personnel per 100 patients*			*Number of hospitals*	*Full-time equivalent nursing personnel per 100 patients*			*Number of hospitals*	*Full-time equivalent nursing personnel per 100 patients*		
		Total[5]	*Registered nurse*	*Licensed practical nurse*		*Total*[5]	*Registered nurse*	*Licensed practical nurse*		*Total*[5]	*Registered nurse*	*Licensed practical nurse*
Total	*5,814*	*109.7*	*84.8*	*24.9*	*579*	*23.5*	*15.7*	*7.8*	*131*	*35.1*	*21.9*	*13.2*
New England	*259*	*113.0*	*92.2*	*20.8*	*50*	*30.1*	*23.3*	*6.7*	*37*	*37.6*	*22.4*	*15.2*
Connecticut	40	112.1	92.4	19.7	15	30.7	26.5	4.1	6	28.7	19.3	9.5
Maine	42	108.2	81.7	26.5	3	10.5	7.2	3.3	...	...	...	...
Massachusetts	118	112.5	93.5	18.9	24	34.4	24.6	9.8	29	41.6	24.3	17.3
New Hampshire	29	122.8	101.3	21.5	3	17.7	13.4	4.3	...	...	...	...
Rhode Island	14	120.0	95.4	24.6	3	38.1	33.9	4.3	2	26.1	15.0	11.1
Vermont	16	106.9	75.0	31.9	2	28.2	21.6	6.6	...	...	...	...
Middle Atlantic	*613*	*99.6*	*80.3*	*19.2*	*93*	*22.1*	*15.8*	*6.3*	*31*	*36.3*	*23.8*	*12.6*
New Jersey	101	94.9	74.1	20.8	11	28.8	15.7	13.1	13	33.0	22.5	10.5
New York	264	93.9	77.7	16.2	44	19.6	15.1	4.6	9	37.2	25.3	11.9
Pennsylvania	248	111.5	88.1	23.3	38	23.9	17.2	6.6	9	40.3	22.8	17.5
South Atlantic	*832*	*109.5*	*83.0*	*26.4*	*109*	*21.8*	*14.5*	*7.3*	*19*	*32.1*	*19.9*	*12.2*
Delaware	8	104.8	85.0	19.8	2	21.3	14.0	7.3	1	12.6	9.1	3.5
District of Columbia	12	124.0	106.6	17.4	1	53.4	52.6	0.9	1	43.5	34.8	8.7
Florida	220	115.3	89.1	26.2	25	18.2	14.1	4.1	1	108.3	33.2	75.0
Georgia	164	111.3	78.3	33.0	17	24.9	14.7	10.2	2	140.3	77.4	62.9
Maryland	55	106.2	89.8	16.5	15	26.3	19.4	6.9	7	38.9	24.9	14.0
North Carolina	131	102.7	79.9	22.8	16	22.3	14.0	8.3	4	28.9	18.5	10.4
South Carolina	75	104.6	71.5	33.1	7	17.6	11.6	5.9	...	...	...	...
Virginia	101	109.6	80.3	29.3	23	22.0	13.6	8.4	3	21.3	11.6	9.7
West Virginia	66	97.6	68.6	29.0	3	12.9	5.6	7.2	...	...	...	...
East North Central	*895*	*110.3*	*87.2*	*23.1*	*92*	*23.1*	*16.8*	*6.3*	*15*	*31.9*	*20.4*	*11.6*
Illinois	243	110.7	92.9	17.8	19	28.8	22.4	6.4	6	30.1	19.0	11.1
Indiana	117	102.1	81.4	20.7	12	10.6	7.8	2.8	1	12.4	11.8	0.7
Michigan	195	114.1	85.1	28.9	19	22.8	16.3	6.5	3	44.8	30.6	14.2
Ohio	201	119.0	91.7	27.3	24	29.7	19.3	10.4	4	26.4	14.8	11.6
Wisconsin	139	91.1	73.4	17.7	18	22.6	18.4	4.3	1	80.4	53.3	27.2

East South Central	*493*	*103.2*	*71.2*	*32.1*	*31*	*20.0*	*11.2*	*8.9*	*2*	*6.0*	*2.6*	*3.5*
Alabama	131	111.1	75.5	35.6	8	15.8	7.6	8.3	...	...	...	...
Kentucky	108	100.3	75.5	24.7	8	37.9	26.0	11.9	...	...	...	...
Mississippi	109	101.1	62.7	38.4	4	9.3	3.6	5.8	1	18.2	9.1	9.1
Tennessee	145	100.1	69.0	31.1	11	26.6	15.4	11.1	1	5.2	2.1	3.1
West North Central	*797*	*98.5*	*76.0*	*22.5*	*44*	*20.3*	*13.9*	*6.4*	*8*	*24.6*	*14.5*	*10.1*
Iowa	130	99.3	82.4	16.9	7	16.8	9.6	7.2	...	...	...	...
Kansas	147	104.7	81.8	22.9	10	14.4	13.7	0.7	...	...	...	...
Minnesota	167	92.5	71.8	20.6	7	16.6	8.3	8.2	2	21.3	12.9	8.5
Missouri	143	105.9	79.2	26.7	15	29.5	21.6	7.9	3	32.1	15.9	16.2
Nebraska	100	92.2	70.0	22.2	3	36.0	26.5	9.5	2	27.0	19.6	7.4
North Dakota	53	89.7	63.6	26.1	2	19.3	11.4	8.0	...	...	...	...
South Dakota	57	88.7	67.9	20.8	...	...	...	...	1	13.8	5.3	8.5
West South Central	*846*	*114.1*	*77.0*	*37.1*	*65*	*25.6*	*15.3*	*10.3*	9	*37.8*	*24.8*	*13.0*
Arkansas	92	112.8	67.2	45.7	2	93.7	25.9	67.8	...	...	...	...
Louisiana	140	102.8	69.7	33.1	12	22.6	13.4	9.2	2	32.8	19.3	13.4
Oklahoma	120	109.6	75.0	34.6	9	21.7	14.7	7.0	1	20.0	6.7	13.3
Texas	494	118.7	81.4	37.3	42	25.7	16.0	9.7	6	46.3	33.7	12.5
Mountain	*373*	*118.1*	*95.2*	*22.9*	*25*	*27.7*	*21.8*	*5.8*	*2*	*92.3*	*82.7*	*9.5*
Arizona	59	134.4	112.2	22.2	5	32.4	29.4	3.0	...	...	...	...
Colorado	82	108.6	92.9	15.7	7	35.0	33.4	1.6	2	92.3	82.7	9.5
Idaho	47	111.0	75.8	35.2	3	33.9	16.9	16.9	...	...	...	...
Montana	60	88.3	68.8	19.5	1	29.3	20.2	9.1	...	...	...	...
Nevada	20	134.1	105.6	28.5	2	41.2	33.0	8.2	...	...	...	...
New Mexico	39	120.3	90.4	29.9	5	19.4	11.1	8.3	...	...	...	...
Utah	39	135.8	108.3	27.5	1	21.1	16.1	5.0	...	...	...	...
Wyoming	27	105.7	82.5	23.2	1	16.3	7.6	8.7	...	...	...	...
Pacific	*706*	*133.0*	*107.8*	*25.2*	*70*	*27.0*	*13.5*	*13.5*	*8*	*39.5*	*21.5*	*18.0*
Alaska	18	130.0	108.1	21.8	1	41.2	36.0	5.1	...	...	...	...
California	488	134.5	108.8	25.7	55	28.2	13.1	15.1	3	39.5	21.1	18.3
Hawaii	19	96.2	73.6	22.6	1	42.8	23.9	18.9	5	39.5	22.8	16.7
Oregon	75	137.6	115.8	21.8	6	16.0	14.0	2.1	...	...	...	...
Washington	106	130.3	105.4	25.0	7	22.5	13.2	9.3	...	...	...	...

[1] Data reflect the number of full-time equivalent (FTE) nursing personnel. The FTE is computed by adding one-half the number of part-time nurses to the number of full-time nurses.

[2] Excludes seven AHA-registered tuberculosis hospitals and 160 hospitals not registered with the American Hospital Association.

[3] Nurse-to-patient ratios based on the adjusted average daily census, which includes the average number of inpatients plus an equivalent figure for outpatients.

[4] Nurse-to-patient ratios based on the average daily census, which includes only the number of inpatients receiving care each day.

[5] Detail may not add to totals because of rounding.

SOURCE: Ratios were computed by the American Nurses' Association, Center for Research, Statistics and Data Analysis, based on data from the American Hospital Association, *Hospital Statistics 1985*, pp. 22–143.

Table 4.12. Nursing Personnel[1] per 100 Average Daily Census[2] in Federal Hospitals,[3] 1976–85

Year	Number of hospitals	Average daily census	Full-time equivalent nursing personnel			Full-time equivalent nursing personnel per 100 patients		
			Total	Registered nurses	Licensed practical nurses	Total[4]	Registered nurses	Licensed practical nurses
1985	343	85,424	58,969	45,806	13,163	69.0	53.6	15.4
1984	341	88,723	57,100	44,280	12,820	64.4	49.9	14.4
1983	342	90,867	55,333	43,540	11,793	60.9	47.9	13.0
1982	346	90,291	54,988	42,909	12,079	60.9	47.5	13.4
1981	348	91,346	52,985	40,726	12,259	58.0	44.6	13.4
1980	359	93,972	54,672	42,260	12,412	58.2	45.0	13.2
1979	361	91,793	55,027	39,914	15,113	59.9	43.5	16.5
1978	370	95,585	53,314	39,819	13,495	55.8	41.7	14.1
1977	377	98,400	51,253	38,450	12,803	52.1	39.1	13.0
1976	380	102,213	49,743	37,255	12,488	48.7	36.4	12.2

[1] Data reflect the number of full-time equivalent (FTE) nursing personnel. The FTE is computed by adding one-half the number of part-time nurses to the number of full-time nurses.
[2] Nurse-to-patient ratios are based on the average number of inpatients receiving care each day.
[3] Exludes federal hospitals not registered with the American Hospital Association.
[4] Detail many not add to totals because of rounding.

SOURCE: Ratios were computed by the American Nurses' Association, Center for Research, Statistics and Data Analysis, based on data from the American Hospital Association, *Hospital Statistics 1986*, pp. 10-11, and previous years.

Table 4.20. Number of Full-time and Part-time Registered Nurses Employed in Hospitals,[1] by Hospital Classification, 1984 and 1985

Classification	*Number of hospitals*	*Number of registered nurses*		
		Total	*Full-time*	*Part-time*
Total, 1985	*6,872*	*931,530*	*637,042*	*294,488*
Federal	*343*	*46,585*	*43,075*	*3,510*
Non-federal	*6,529*	*884,945*	*593,967*	*290,978*
Psychiatric	610	28,536	24,065	4,471
Tuberculosis	7	266	212	54
Long-term general and other special	128	7,250	5,556	1,694
Short-term general and other special	5,784	848,893	564,134	284,759
Total, 1984	*6,872*	*911,253*	*625,987*	*285,266*
Federal	*341*	*45,131*	*41,611*	*3,520*
Non-federal	*6,531*	*866,122*	*584,376*	*281,746*
Psychiatric	579	25,567	21,703	3,864
Tuberculosis	7	225	172	53
Long-term general and other special	131	6,700	4,894	1,806
Short-term general and other special	5,814	833,630	557,607	276,023

[1] Includes only AHA-registered hospitals.

SOURCE: American Hospital Association, Hospital Data Center, "1985 Annual Survey of Hospitals," and previous year. Unpublished data, 1987.

Table 4.21. Number of Full-time and Part-time Registered Nurses Employed in Hospitals,[1] by Region,[2] 1984 and 1985

Region	*Number of hospitals*	*Number of registered nurses*		
		Total	*Full time*	*Part time*
Total, 1985	*6,872*	*931,530*	*637,042*	*294,488*
New England	361	64,184	36,521	27,663
Middle Atlantic	761	169,034	124,035	44,999
South Atlantic	1,037	147,680	112,513	35,167
East North Central	1,022	175,269	111,569	63,700
East South Central	547	50,697	41,406	9,291
West North Central	883	77,074	43,175	33,899
West South Central	972	78,873	62,135	16,738
Mountain	462	43,001	28,602	14,399
Pacific	827	125,718	77,086	48,632
Total, 1984	*6,872*	*911,253*	*625,987*	*285,266*
New England	361	63,787	36,664	27,123
Middle Atlantic	766	165,968	120,660	45,308
South Atlantic	1,025	141,139	107,080	34,059
East North Central	1,029	174,531	112,685	61,846
East South Central	549	49,634	40,253	9,381
West North Central	891	74,426	43,875	30,551
West South Central	967	77,170	61,660	15,510
Mountain	452	41,749	28,132	13,617
Pacific	832	122,849	74,978	47,871

[1] Includes only AHA-registered hospitals.

[2] For states in each region, see Table 4.10.

SOURCE: American Hospital Association, Hospital Data Center, "1985 Annual Survey of Hospitals," and previous year. Unpublished data, 1987.

Table 4.22. Number of Full-time and Part-time Registered Nurses Employed in Community Hospitals,[1] by State, 1984 and 1985

State	*1985*			*1984*		
	Total	*Full time*	*Part time*	*Total*	*Full time*	*Part time*
United States, total	*847,868*	*563,361*	*284,507*	*832,515*	*556,806*	*275,709*
Alabama	12,387	10,692	1,695	12,369	10,695	1,674
Alaska	1,260	579	681	1,237	622	615
Arizona	10,490	6,715	3,775	10,143	6,452	3,691
Arkansas	6,297	5,022	1,275	5,971	4,799	1,172
California	87,372	53,414	33,958	85,692	51,952	33,740
Colorado	10,335	6,011	4,324	10,544	6,159	4,385
Connecticut	11,867	6,380	5,487	11,987	6,734	5,253
Delaware	2,162	1,480	682	2,085	1,415	670
District of Columbia	5,367	4,415	952	4,793	4,251	542
Florida	39,253	30,904	8,349	38,717	29,560	9,157
Georgia	19,338	14,049	5,289	18,063	13,122	4,941
Hawaii	2,331	1,737	594	2,315	1,682	633
Idaho	2,562	1,397	1,165	2,511	1,428	1,083
Illinois	48,103	31,725	16,378	48,067	31,929	16,138
Indiana	19,040	11,948	7,092	19,543	12,420	7,123
Iowa	11,678	6,621	5,057	11,361	6,944	4,417
Kansas	8,615	5,576	3,039	8,562	5,296	3,266
Kentucky	11,451	8,441	3,010	11,060	8,113	2,947
Louisiana	12,059	9,281	2,778	11,423	8,883	2,540
Maine	4,724	2,524	2,200	4,470	2,419	2,051
Maryland	15,713	9,337	6,376	15,959	9,433	6,526
Massachusetts	30,209	16,438	13,771	30,299	16,773	13,526
Michigan	34,658	21,612	13,046	34,431	22,110	12,321
Minnesota	18,306	6,146	12,160	17,039	7,089	9,950
Mississippi	6,641	5,423	1,218	6,411	5,350	1,061
Missouri	19,954	13,213	6,741	19,007	12,939	6,068
Montana	2,209	2,209	...	2,255	2,255	...
Nebraska	6,467	3,520	2,947	6,683	3,623	3,060
Nevada	2,664	1,900	764	2,551	2,016	535
New Hampshire	3,856	2,183	1,673	3,781	2,221	1,560
New Jersey	26,052	17,186	8,866	26,229	16,985	9,244
New Mexico	3,859	2,229	1,630	3,433	2,262	1,171
New York	74,155	56,832	17,323	72,637	54,686	17,951
North Carolina	18,547	14,628	3,919	16,388	13,857	2,531
North Dakota	3,231	1,362	1,869	3,322	1,471	1,851
Ohio	45,530	28,648	16,882	45,258	29,192	16,066
Oklahoma	8,483	6,287	2,196	8,399	6,339	2,060
Oregon	10,419	4,673	5,746	10,019	4,760	5,259
Pennsylvania	53,884	36,866	17,018	52,799	36,476	16,323
Rhode Island	4,157	2,068	2,089	4,207	2,075	2,132
South Carolina	7,985	6,262	1,723	7,486	5,823	1,663
South Dakota	2,631	1,380	1,251	2,628	1,479	1,149
Tennessee	15,789	12,855	2,934	15,555	12,292	3,263
Texas	43,222	33,408	9,814	42,999	33,864	9,135
Utah	4,484	2,713	1,771	4,397	2,537	1,860
Vermont	1,797	893	904	1,805	833	972
Virginia	16,896	11,801	5,095	16,925	11,416	5,509
Washington	13,835	7,370	6,465	13,767	7,307	6,460
West Virginia	6,620	5,266	1,354	6,342	4,959	1,383
Wisconsin	17,567	8,869	8,698	17,292	8,666	8,626
Wyoming	1,357	873	484	1,299	843	456

[1] Includes only AHA-registered hospitals.

SOURCE: American Hospital Association, Hospital Data Center, "1985 Annual Survey of Hospitals," and previous year. Unpublished data, 1987.

Table 4.23. Number of Full-time and Part-time Licensed Practical and Vocational Nurses Employed in Hospitals,[1] by Hospital Classification, 1984 and 1985

Classification	*Number of hospitals*	*Number of licensed practical and vocational nurses*		
		Total	*Full time*	*Part time*
Total, 1985	*6,872*	*253,682*	*181,136*	*72,546*
Federal	*343*	*13,377*	*12,956*	*421*
Non-federal	*6,529*	*240,305*	*168,180*	*72,125*
Psychiatric	610	13,761	12,866	895
Tuberculosis	7	295	254	41
Long-term general and other special	128	3,943	3,188	755
Short-term general and other special	5,784	222,306	151,872	70,434
Total, 1984	*6,872*	*272,464*	*194,190*	*78,274*
Federal	*341*	*13,016*	*12,631*	*385*
Non-federal	*6,531*	*259,448*	*181,559*	*77,889*
Psychiatric	579	12,162	11,368	794
Tuberculosis	7	207	198	9
Long-term general and other special	131	4,002	3,115	887
Short-term general and other special	5,814	243,077	166,878	76,199

[1] Includes only AHA-registered hospitals.

SOURCE: American Hospital Association, Hospital Data Center, "1985 Annual Survey of Hospitals," and previous year. Unpublished data, 1987.

Table 4.24. Number of Full-time and Part-time Licensed Practical and Vocational Nurses Employed in Hospitals,[1] by Region,[2] 1984 and 1985

Region	*Number of hospitals*	*Number of licensed practical and vocational nurses*		
		Total	*Full time*	*Part time*
Total, 1985	*6,872*	*253,682*	*181,136*	*72,546*
New England	361	15,117	7,936	7,181
Middle Atlantic	761	38,153	28,356	9,797
South Atlantic	1,037	43,102	34,466	8,636
East North Central	1,022	42,565	26,322	16,243
East South Central	547	20,563	17,269	3,294
West North Central	883	20,308	11,814	8,494
West South Central	972	34,900	28,291	6,609
Mountain	462	9,604	6,476	3,128
Pacific	827	29,370	20,206	9,164
Total, 1984	*6,872*	*272,464*	*194,190*	*78,274*
New England	361	16,162	8,577	7,585
Middle Atlantic	766	41,838	30,619	11,219
South Atlantic	1,025	45,167	36,015	9,152
East North Central	1,029	47,950	29,722	18,228
East South Central	549	21,924	18,576	3,348
West North Central	891	22,496	13,625	8,871
West South Central	967	36,018	29,437	6,581
Mountain	452	10,451	7,112	3,339
Pacific	832	30,458	20,507	9,951

[1] Includes only AHA-registered hospitals.

[2] For states in each region, see Table 4.10.

SOURCE: American Hospital Association, Hospital Data Center, "1985 Annual Survey of Hospitals," and previous year. Unpublished data, 1987.

Table 4.25. Number of Full-time and Part-time Licensed Practical and Vocational Nurses Employed in Community Hospitals,[1] by State, 1984 and 1985

State	*1985*			*1984*		
	Total	*Full time*	*Part time*	*Total*	*Full time*	*Part time*
United States, total	*221,987*	*151,572*	*70,415*	*242,635*	*166,482*	*76,153*
Alabama	5,225	4,487	738	5,793	5,114	679
Alaska	200	66	134	264	113	151
Arizona	1,758	1,167	591	2,013	1,302	711
Arkansas	3,880	2,946	934	4,160	3,166	994
California	19,055	12,568	6,487	19,601	12,880	6,721
Colorado	1,524	851	673	1,842	991	851
Connecticut	2,393	1,156	1,237	2,705	1,343	1,362
Delaware	448	301	147	484	335	149
District of Columbia	634	600	34	767	720	47
Florida	10,309	8,032	2,277	11,484	8,619	2,865
Georgia	6,832	5,518	1,314	7,313	5,878	1,435
Hawaii	624	497	127	703	522	181
Idaho	1,056	580	476	1,167	664	503
Illinois	8,065	5,544	2,521	9,240	6,198	3,042
Indiana	4,510	2,764	1,746	5,024	3,113	1,911
Iowa	2,080	1,101	979	2,422	1,338	1,084
Kansas	2,175	1,365	810	2,374	1,519	855
Kentucky	3,458	2,677	781	3,518	2,749	769
Louisiana	5,234	4,175	1,059	5,358	4,327	1,031
Maine	1,461	682	779	1,523	723	800
Maryland	2,407	1,646	761	2,838	1,867	971
Massachusetts	5,883	2,600	3,283	6,579	3,069	3,510
Michigan	10,556	5,986	4,570	12,257	7,120	5,137
Minnesota	4,619	1,600	3,019	4,957	1,982	2,975
Mississippi	3,625	3,080	545	3,881	3,331	550
Missouri	5,329	3,761	1,568	6,273	4,530	1,743
Montana	508	505	3	640	640	...
Nebraska	1,862	997	865	2,115	1,153	962
Nevada	660	470	190	689	549	140
New Hampshire	776	354	422	874	416	458
New Jersey	6,567	4,573	1,994	7,282	4,905	2,377
New Mexico	1,161	628	533	1,165	736	429
New York	13,812	10,224	3,588	15,408	11,204	4,204
North Carolina	4,931	3,833	1,098	4,666	3,951	715
North Dakota	1,252	525	727	1,364	613	751
Ohio	12,519	7,558	4,961	13,751	8,565	5,186
Oklahoma	3,733	3,013	720	3,813	2,981	832
Oregon	1,540	728	812	1,872	914	958
Pennsylvania	12,439	8,570	3,869	13,992	9,739	4,253
Rhode Island	1,134	503	631	1,108	535	573
South Carolina	3,481	2,750	731	3,557	2,843	714
South Dakota	759	366	393	823	451	372
Tennessee	6,484	5,301	1,183	6,925	5,635	1,290
Texas	18,317	14,589	3,728	19,454	15,853	3,601
Utah	1,090	584	506	1,149	610	539
Vermont	699	359	340	753	368	385
Virginia	5,843	4,319	1,524	5,933	4,414	1,519
Washington	2,917	1,656	1,261	3,282	1,723	1,559
West Virginia	2,338	1,816	522	2,646	2,118	528
Wisconsin	3,485	1,359	2,126	4,483	1,801	2,682
Wyoming	340	242	98	351	252	99

[1] Includes only AHA-registered hospitals.

SOURCE: American Hospital Association, Hospital Data Center, "1985 Annual Survey of Hospitals," and previous year. Unpublished data, 1987.

Table 4.26. Number of Full-time and Part-time Ancillary Nursing Personnel[1] Employed in Hospitals,[2] by Hospital Classification, 1984 and 1985

Classification	*Number of hospitals*	*Number of ancillary nursing personnel*		
		Total	*Full time*	*Part time*
Total, 1985	*6,872*	*382,757*	*303,059*	*79,698*
Federal	*343*	*31,684*	*31,364*	*320*
Non-federal	*6,529*	*351,073*	*271,695*	*79,378*
Psychiatric	610	66,189	62,424	3,765
Tuberculosis	7	263	239	24
Long-term general and other special	128	11,273	9,717	1,556
Short-term general and other special	5,784	273,348	199,315	74,033
Total, 1984	*6,872*	*410,229*	*324,707*	*85,522*
Federal	*341*	*32,449*	*32,107*	*342*
Non-federal	*6,531*	*377,780*	*292,600*	*85,180*
Psychiatric	579	66,660	63,224	3,436
Tuberculosis	7	296	296	[illegible]
Long-term general and other special	131	11,100	9,436	1,664
Short-term general and other special	5,814	299,724	219,644	80,080

[1] Includes aides, orderlies, attendants, and operating room technicians.

[2] Includes only AHA-registered hospitals.

SOURCE: American Hospital Association, Hospital Data Center, "1985 Annual Survey of Hospitals," and previous year. Unpublished data, 1987.

Table 4.27. Number of Full-time and Part-time Ancillary Nursing Personnel[1] Employed in Hospitals,[2] by Region,[3] 1984 and 1985

Region	*Number of hospitals*	*Number of ancillary nursing personnel*		
		Total	*Full time*	*Part time*
Total, 1985	*6,872*	*382,757*	*303,059*	*79,698*
New England	361	23,963	17,130	6,833
Middle Atlantic	761	74,053	62,899	11,154
South Atlantic	1,037	67,885	57,569	10,316
East North Central	1,022	67,438	48,260	19,178
East South Central	547	28,106	23,707	4,399
West North Central	883	29,694	20,628	9,066
West South Central	972	40,819	35,046	5,773
Mountain	462	13,586	10,126	3,460
Pacific	827	37,213	27,694	9,519
Total, 1984	*6,872*	*410,229*	*324,707*	*85,522*
New England	361	25,149	18,147	7,002
Middle Atlantic	766	77,355	65,041	12,314
South Atlantic	1,025	70,304	59,278	11,026
East North Central	1,029	76,389	54,753	21,636
East South Central	549	31,063	26,468	4,595
West North Central	891	31,942	22,806	9,136
West South Central	967	44,995	38,685	6,310
Mountain	452	13,879	10,560	3,319
Pacific	832	39,153	28,969	10,184

[1] Includes aides, orderlies, attendants, and operating room technicians.

[2] Includes only AHA-registered hospitals.

[3] For states in each region, see Table 4.10.

SOURCE: American Hospital Association, Hospital Data Center, "1985 Annual Survey of Hospitals," and previous year. Unpublished data, 1987.

Table 4.28. Number of Full-time and Part-time Ancillary Nursing Personnel[1] Employed in Community Hospitals,[2] by State, 1984 and 1985

State	*1985*			*1984*		
	Total	*Full time*	*Part time*	*Total*	*Full time*	*Part time*
United States, total	*272,827*	*198,878*	*73,949*	*299,219*	*219,220*	*79,999*
Alabama	4,261	3,443	818	5,228	4,385	843
Alaska	181	124	57	267	172	95
Arizona	3,527	2,584	943	3,632	2,674	958
Arkansas	2,582	2,045	537	3,015	2,269	746
California	20,911	14,296	6,615	22,465	15,362	7,103
Colorado	2,270	1,498	772	2,440	1,666	774
Connecticut	3,145	1,875	1,270	3,405	2,045	1,360
Delaware	592	461	131	608	468	140
District of Columbia	1,349	1,170	179	1,320	1,192	128
Florida	13,187	10,998	2,189	14,415	11,756	2,659
Georgia	8,460	6,777	1,683	9,497	7,347	2,150
Hawaii	692	551	141	775	622	153
Idaho	648	336	312	696	387	309
Illinois	15,578	11,212	4,366	17,370	12,360	5,010
Indiana	7,571	4,938	2,633	9,135	5,984	3,151
Iowa	2,805	1,633	1,172	3,466	2,143	1,323
Kansas	3,423	2,187	1,236	3,756	2,465	1,291
Kentucky	5,806	4,285	1,521	6,082	4,479	1,603
Louisiana	7,462	6,390	1,072	8,485	7,224	1,261
Maine	1,181	624	557	1,259	688	571
Maryland	5,355	3,815	1,540	5,794	4,033	1,761
Massachusetts	7,538	4,339	3,199	7,584	4,563	3,021
Michigan	11,480	7,382	4,098	13,630	8,992	4,638
Minnesota	3,655	1,725	1,930	4,567	2,417	2,150
Mississippi	3,751	3,218	533	4,168	3,528	640
Missouri	8,318	5,676	2,642	7,372	5,355	2,017
Montana	20	20	...	8	8	...
Nebraska	1,686	968	718	2,025	1,111	914
Nevada	716	528	188	696	565	131
New Hampshire	607	390	217	596	365	231
New Jersey	8,626	6,080	2,546	9,388	6,528	2,860
New Mexico	1,258	891	367	1,225	918	307
New York	25,579	21,444	4,135	27,108	22,424	4,684
North Carolina	6,481	5,175	1,306	6,034	5,257	777
North Dakota	905	350	555	1,223	526	697
Ohio	12,864	9,012	3,852	14,809	10,479	4,330
Oklahoma	4,283	3,401	882	5,077	4,090	987
Oregon	1,928	1,021	907	2,269	1,252	1,017
Pennsylvania	14,054	10,656	3,398	15,446	11,773	3,673
Rhode Island	963	495	468	1,158	595	563
South Carolina	4,700	3,829	871	4,275	3,396	879
South Dakota	1,050	497	553	1,094	557	537
Tennessee	7,882	6,554	1,328	8,824	7,480	1,344
Texas	14,873	12,002	2,871	16,748	13,833	2,915
Utah	915	524	391	1,046	616	430
Vermont	331	198	133	40[illegible]	219	186
Virginia	4,659	3,484	1,175	5,0[illegible]	3,758	1,312
Washington	2,761	1,669	1,092	2,898	1,837	1,061
West Virginia	2,999	2,635	364	3,673	3,236	437
Wisconsin	6,477	3,155	3,322	7,149	3,443	3,706
Wyoming	482	318	164	544	378	166

[1] Includes aides, orderlies, attendants, and operating room technicians.

[2] Includes only AHA-registered hospitals.

SOURCE: American Hospital Association, Hospital Data Center, "1985 Annual Survey of Hospitals," and previous year. Unpublished data, 1987.

Table 4.29. Labor-Management Contract Coverage[1] for Salaries for Selected Registered Nurse Positions in Non-federal Hospitals in the United States,[2] August 1985

Position	*Private hospitals*	*Government hospitals*
Director of nursing	1	13
Supervisors of nursing	2	65
Head nurses	12	68
Clinical specialists	16	46
Nurse anesthetists	18	36
Nurse practitioners	33	80
Nursing instructors	16	50
General duty nurses	26	62

[1] Percentage of full-time and part-time employees in positions listed whose salaries are set by labor-management contracts.

[2] Private hospitals represent 23 metropolitan areas. Government hospitals represent 18 metropolitan areas.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Industry Wage Survey: Hospitals, August 1985*, p. 9.

Table 4.30. Collective Bargaining Activities of State Nurses' Associations,[1] December 1986

State nurses' associations	*Number of local bargaining units*	*Number of registered nurses represented*			*Number of personnel other than registered nurses under contract*
		Total for collective bargaining	*Number in private sector*	*Number in public sector*	
Total	*755*	*130,803*	*85,218*	*45,585*	*4,845*
Alabama	1	90	. . .	90	. . .
California	50	20,000	13,100	6,900	. . .
Colorado	3	265	20	245	. . .
Delaware	4	142	. . .	142	. . .
District of Columbia	7	3,318	1,939	1,379	. . .
Florida	10	5,000	1,000	4,000	. . .
Hawaii	17	2,081	2,081	. . .	. . .
Illinois	12	5,000	800	4,200	110
Iowa	5	417	287	130	. . .
Kentucky	10	1,275	625	650	. . .
Maine	5	690	690	. . .	8
Massachusetts	77	15,000	11,500	3,500	1,300
Michigan	60	4,400	2,300	2,100	40
Minnesota	88	11,150	9,630	1,520	203
Missouri	14	1,382	32	1,350	. . .
Montana	15	1,300	1,200	100	. . .
Nevada	1	14	. . .	14	. . .
New York	108	31,500	21,500	10,000	. . .
North Carolina	1	240	. . .	240	. . .
Ohio	28	5,000	3,100	1,900	. . .
Oregon	45	6,664	4,875	1,789	2,763
Pennsylvania	115	5,440	2,989	2,451	369
Virgin Islands	1	285	. . .	285	. . .
Washington	75	10,000	7,500	2,500	52
West Virginia	3	150	50	100	. . .

[1] Constituents of American Nurses' Association.

SOURCE: American Nurses' Association, Labor Relations Unit. Unpublished data, 1987.

Schools of nursing

A recent nurse faculty study conducted by NLN provided data on nurses who were employed as faculty in schools of nursing. All types of schools of nursing were included in the survey, including diploma, associate degree, baccalaureate, and all higher degree programs as well as practical and vocational nursing programs.

Table 4.31 provides the estimated number of full-time and part-time nurse faculty for 1984 and 1986. The number of faculty members decreased about 8 percent in that period. All types of programs showed decreases in the number of faculty members with the exception of associate-degree programs, which increased faculty by about 500. About 25 percent of faculty members worked part time in both years. The data in Table 4.31 are estimates, because not all schools responded to the survey. The response rate among schools of registered nursing was about 90 percent in 1986. However, the response rate for licensed practical and vocational schools was closer to 60 percent. This means that data for a larger percentage of schools must be estimated. As a result, interpretation of the data must be more tentative.

Estimates are given in Table 4.32 of filled and unfilled full-time equivalent numbers of faculty positions. The proportion of unfilled budgeted positions was 2.5 percent in 1986 and 2.6 percent in 1984. The percentage was highest for baccalaureate programs.

The highest earned credential of all full-time and part-time nurse faculty members is provided in Table 4.33. The faculty shown in this table are from all types of basic nursing programs, including practical and vocational nursing programs and some baccalaureate completion programs for registered nurses. Only the programs that returned the survey are included in the table. The total numbers are smaller, therefore, than the totals in the two preceding tables. The percentage of master's and doctorally prepared faculty members increased for all types of programs in the period 1968 to 1986. At the same time, the percentage of faculty with diplomas as their highest education decreased. Only a small percentage of faculty members in nursing education programs were associate-degree nurses. The trends were consistent for both full-time and part-time faculty.

In Table 4.34, data on the highest credentials of nurse faculty in schools of nursing for 1984 and 1986 are displayed by type of program. The data for faculty of practical and vocational nursing programs available in 1986 represent a much smaller number of programs than the 1984 data. This decrease in number of responding programs may account for the smaller number of faculty in 1986, although the number of faculty in registered nurse programs decreased also in 1986. The percentage of faculty with a master's or doctoral degree increased in both diploma and associate-degree programs between 1984 and 1986. The percentage of faculty with a doctoral degree in baccalaureate programs increased from 20 percent in 1984 to 23.7 percent in 1986. The percentage holding a master's degree decreased. In 1986, more than 80 percent of the full-time faculty in all practical and vocational nursing programs held a baccalaureate or higher degree in nursing.

The highest earned credentials of administrators of all types of nursing education programs are described in Table 4.35. The percentage of administrators with a doctoral degree increased steadily from 1968 to 1986. The percentage of administrators with a master's degree did not change.

The highest earned credentials of administrators of all nursing programs for 1984 and 1986 are given, by type of program, in Table 4.36. In 1986, nearly all administrators of registered nurse education programs had a master's or doctoral degree. The proportion with a doctoral degree increased from 35 percent in 1984 to 41.8 percent in 1986. The proportion of administrators of practical and vocational nursing education programs who held a doctoral degree increased from 4.0 percent to 5.4 percent between 1984 and 1986. The proportion with less than a baccalaureate decreased from 11.9 percent to 8.9 percent.

Data on minority representation among nurse faculty are given in Table 4.37. The number of minority faculty members in both practical and vocational nursing education programs and registered nurse education programs varied very little during the period 1978–86. The percentages of the total faculty in each minority group did not change significantly.

The number of nurse faculty in each minority group is provided, by type of program, in Table 4.38 for 1986 and in Table 4.39 for 1984. Associate-degree and practical and vocational programs had a greater percentage of faculty who were members of a minority group than the other two types of programs had. In 1986, the proportion of faculty in associate-degree programs who were minority was 11.1 percent for full-time faculty and 8.5 percent for part-time faculty. For practical and vocational education programs, the proportions were 12.3 percent and 9.0 percent, respectively. The total number of faculty shown in this table was less than the total number of faculty shown in preceding tables because the data in this table were based on only the schools that responded to the survey. This information may not be representative of all nursing programs.

Table 4.40 provides information on the number of male nurse faculty for 1984 and 1986. The percentage of part-time nurse faculty who were male was higher than the percentage of full-time faculty who were male. These percentages increased slightly between 1984 and 1986. However, because of the small number of male nurse faculty members included in these tables and because not all schools responded, the data in this table may misrepresent the population.

Table 4.31. Estimated Number of Nurse Faculty Members in Nursing Education Programs in the United States and Outlying Areas,[1] January 1984 and 1986

Type of program	*Estimated total*	*Estimated number of nurse faculty members*	
		Full time	*Part time*
Total, 1986[2]	*32,855*	*24,722*	*8,133*
Registered nurse[2]	*26,720*	*20,281*	*6,439*
Diploma	3,936	3,342	594
Associate degree	9,878	7,153	2,725
Baccalaureate and higher degree[3]	12,906	9,786	3,120
Practical/vocational nurse	*6,135*	*4,441*	*1,694*
Total, 1984[2]	*35,604*	*27,328*	*8,276*
Registered nurse[2]	*28,448*	*22,007*	*6,441*
Diploma	5,215	4,380	835
Associate degree	9,394	6,775	2,619
Baccalaureate and higher degree[3]	13,839	10,852	2,987
Practical/vocational nurse	*7,156*	*5,321*	*1,835*

[1] Includes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[2] Totals calculated by the American Nurses' Association, Center for Research, Statistics and Data Analysis.

[3] Includes some master's programs and registered nurse baccalaureate programs not part of a generic baccalaureate nursing program.

SOURCE: National League for Nursing, *Nurse Faculty Socioeconomic Trends 1986*, p. 14; *Nursing Data Review 1985*, pp. 81 and 177, and unpublished data, 1987.

Table 4.32. Estimated Number of Full-time Equivalent[1] Nurse Faculty Positions[2] in Nursing Education Programs in the United States and Outlying Areas,[3] January 1984 and 1986

Type of program	*Estimated total budgeted full-time equivalent positions*		*Estimated total filled full-time equivalent positions*		*Estimated budgeted unfilled full-time equivalent positions*	
	Number	*Percent*	*Number*	*Percent*	*Number*	*Percent*
Total, 1986[4]	*29,528*	*100.0*	*28,789*	*97.5*	*739*	*2.5*
Registered nurse[4]	*24,181*	*100.0*	*23,501*	*97.2*	*680*	*2.8*
Diploma	3,722	100.0	3,639	97.8	83	2.2
Associate degree	8,672	100.0	8,516	98.2	156	1.8
Baccalaureate and higher degree[5]	11,787	100.0	11,346	96.3	441	3.7
Practical/vocational nurse	*5,347*	*100.0*	*5,288*	*98.9*	*59*	*1.1*
Total, 1984[4]	*32,272*	*100.0*	*31,419*	*97.4*	*853*	*2.6*
Registered nurse[4]	*25,931*	*100.0*	*25,180*	*97.1*	*751*	*2.9*
Diploma	4,905	100.0	4,798	97.8	107	2.2
Associate degree	8,228	100.0	8,035	97.7	193	2.3
Baccalaureate and higher degree[5]	12,798	100.0	12,347	96.5	451	3.5
Practical/vocational nurse	*6,341*	*100.0*	*6,239*	*98.4*	*102*	*1.6*

[1] Full-time equivalents are calculated by assuming each part-time faculty member is equivalent to one half a full-time faculty member.

[2] Excludes administrators employed by various programs.

[3] Includes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[4] Totals calculated by the American Nurses' Association, Center for Research, Statistics and Data Analysis.

[5] Includes some master's programs and registered nurse baccalaureate programs not part of a generic baccalaureate nursing program.

SOURCE: National League for Nursing, *Nurse Faculty Socioeconomic Trends 1986*, p. 14; *Nursing Data Review 1985*, pp. 81 and 177 and unpublished data, 1987.

Table 4.33. Highest Earned Credential of Full-time and Part-time Nurse Faculty Members[1] in Nursing Education Programs[2] in the United States and Outlying Areas,[3] January 1968–86

Employment status and year	Total		Highest earned credential									
			Diploma		Associate degree		Baccalaureate		Master's degree		Doctorate	
	Number	Percent[4]	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Full-time nurse faculty members												
1986[5]	20,666	100.0	490	2.4	166	0.8	3,324	16.1	14,273	69.1	2,415	11.7
1984	24,470	100.0	933	3.8	275	1.1	5,268	21.5	15,830	64.7	2,164	8.8
1982	23,903	100.0	1,109	4.6	290	1.2	5,882	24.6	14,955	62.6	1,667	7.0
1980	24,582	100.0	1,476	6.0	311	1.3	6,783	27.6	14,589	59.3	1,423	5.8
1978	24,741	100.0	1,916	7.7	320	1.3	8,040	32.5	13,401	54.2	1,064	4.3
1976	25,365	100.0	2,694	10.6	384	1.5	9,149	36.1	12,246	48.3	892	3.5
1974	23,860	100.0	3,235	13.6	377	1.6	9,139	38.3	10,424	43.7	685	2.9
1972	21,065	100.0	3,558	16.9	205	1.0	8,383	39.8	8,471	40.2	448	2.1
1970	19,399	100.0	3,854	19.9	186	1.0	7,994	41.2	7,031	36.2	334	1.7
1968	18,231	100.0	3,893	21.4	114	0.6	7,456	40.9	6,503	35.7	265	1.5
Part-time nurse faculty members												
1986	6,848	100.0	282	4.1	128	1.9	2,173	31.7	3,928	57.4	337	4.9
1984	7,767	100.0	476	6.1	227	2.9	3,115	40.1	3,745	48.2	204	2.6
1982	6,470	100.0	488	7.5	175	2.7	2,799	43.3	2,814	43.5	194	3.0
1980	6,019	100.0	619	10.3	161	2.7	2,619	43.5	2,506	41.6	114	1.9
1978	5,606	100.0	657	11.7	112	2.0	2,583	46.1	2,120	37.8	134	2.4
1976	5,221	100.0	829	15.9	111	2.1	2,430	46.5	1,734	33.2	117	2.2
1974	4,947	100.0	983	19.9	95	1.9	2,282	46.1	1,480	29.9	107	2.2
1972	3,869	100.0	871	22.5	56	1.4	1,735	44.8	1,128	29.2	79	2.0
1970	3,313	100.0	921	27.8	39	1.2	1,420	42.9	886	26.7	47	1.4
1968	3,100	100.0	942	30.4	27	0.9	1,305	42.1	790	25.5	36	1.2

[1] Includes only nurses for whom information on highest earned credential was reported. Excludes administrators employed by various programs.

[2] Includes practical and vocational and initial registered nurse education programs, some master's programs, and registered nurse baccalaureate programs not part of a generic baccalaureate nursing program.

[3] Includes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[4] Percentages may not add to 100.0 because of rounding.

[5] For practical and vocational programs, excludes 50 faculty members listed as holding other credentials.

NOTE: Percentage of LPN/LVN programs reporting in 1986 was 60.8, as compared with 81.4 in 1984.

SOURCE: National League for Nursing, *Nursing Data Review 1986,* pp. 112, 115, 208–209.

Table 4.37. Percentage Distribution of Full-time and Part-time Nurse Faculty and Administrators in Nursing Education Programs in the United States,[1] by Racial/Ethnic Background, January 1978–86

	Total		*Racial/ethnic background*				
			Minority				
			Black	*Hispanic*	*American Indian/ Alaskan Native*	*Asian/ Pacific Islander*	*Non-minority*
Employment status and year	*Number*	*Percent*[2]	*Percent*	*Percent*	*Percent*	*Percent*	*Percent*
Administrators							
Registered nurse programs							
1986	1,833	100.0	4.0	1.1	0.4	1.6	92.9
Practical/vocational nurse programs							
1986	377	100.0	6.1	1.1	1.1	1.3	90.5
Full-time nurse faculty members[3]							
Registered nurse programs[4]							
1986	18,374	100.0	5.6	1.3	0.6	1.5	90.9
1984	20,970	100.0	5.5	1.8	0.4	1.4	90.8
1982	21,070	100.0	5.7	0.8	0.6	1.4	91.5
1980	21,282	100.0	5.7	1.5	0.4	1.5	90.9
1978	21,690	100.0	5.5	0.8	0.4	1.6	91.7
Practical/vocational nurse programs							
1986	3,049	100.0	7.8	3.1	0.3	1.0	87.7
1984	4,404	100.0	7.1	2.7	0.5	0.9	88.9
1982	5,108	100.0	7.3	2.2	0.2	0.7	89.6
1980	5,180	100.0	6.7	2.2	1.0	1.0	89.1
1978	5,566	100.0	6.4	2.2	0.6	1.1	89.7
Part-time nurse faculty members							
Registered nurse programs[4]							
1986	5,919	100.0	4.5	0.9	0.2	1.2	93.2
1984	6,360	100.0	3.2	1.5	0.4	1.0	93.8
1982	5,568	100.0	3.3	0.6	0.5	1.0	94.6
1980	5,208	100.0	3.1	0.6	0.2	1.3	94.8
1978	5,076	100.0	2.9	0.6	0.1	0.8	95.6
Practical/vocational nurse programs							
1986	1,000	100.0	5.1	2.6	0.1	1.2	91.0
1984	1,340	100.0	4.3	2.5	0.1	1.1	91.9
1982	1,476	100.0	3.2	2.6	0.3	0.9	93.0
1980	1,470	100.0	2.7	1.6	0.3	0.8	94.6
1978	1,401	100.0	3.3	2.1	0.5	0.7	93.4

[1] Excludes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[2] Percentages may not add to 100.0 because of rounding.

[3] May include administrators before 1986.

[4] Includes some master's programs and registered nurse baccalaureate programs not part of a generic baccalaureate nursing program.

SOURCE: National League for Nursing, *Nursing Data Review 1986*, pp. 125–127, 214–215; *Nursing Data Review 1985*, pp. 110–111; *NLN Nursing Data Book 1983–84*, and previous years.

Table 4.34. Highest Earned Credential of Full-time and Part-time Nurse Faculty Members[1] in Nursing Education Programs in the United States and Outlying Areas,[2] by Type of Program, January 1984 and 1986

Employment status and type of program	Total		Highest earned credential									
			Diploma		Associate degree		Baccalaureate		Master's degree		Doctorate	
	Number	Percent[3]	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1986												
Full-time nurse faculty members	*20,668*	*100.0*	*490*	*2.4*	*166*	*0.8*	*3,324*	*16.1*	*14,273*	*69.1*	*2,415*	*11.7*
Registered nurse programs	*17,978*	*100.0*	*79*	*0.4*	*46*	*0.2*	*1,969*	*10.7*	*13,480*	*75.0*	*2,404*	*13.0*
Diploma	2,884	100.0	50	1.7	23	0.8	876	30.4	1,907	66.1	28	1.0
Associate degree	5,907	100.0	29	0.5	23	0.4	929	15.7	4,729	80.1	200	3.4
Baccalaureate and higher degree[4]	9,184	100.0	...	...	...	...	164	1.8	6,844	74.5	2,176	23.7
Practical/vocational nurse programs[5]	*2,690*	*100.0*	*411*	*15.3*	*120*	*4.5*	*1,355*	*50.4*	*793*	*29.5*	*11*	*0.4*
Part-time nurse faculty members	*6,848*	*100.0*	*282*	*4.1*	*128*	*1.9*	*2,173*	*31.7*	*3,928*	*57.4*	*337*	*4.9*
Registered nurse programs	*5,818*	*100.0*	*74*	*1.3*	*41*	*0.7*	*1,645*	*28.3*	*3,728*	*64.1*	*330*	*5.7*
Diploma	539	100.0	28	5.2	1	0.2	253	46.9	248	46.0	9	1.7
Associate degree	2,317	100.0	44	1.9	40	1.7	1,093	47.2	1,101	47.5	39	1.7
Baccalaureate and higher degree[4]	2,962	100.0	2	0.1	...	...	299	10.1	2,379	80.3	282	9.5
Practical/vocational nurse programs	*1,030*	*100.0*	*208*	*20.2*	*87*	*8.4*	*528*	*51.3*	*200*	*19.4*	*7*	*0.7*
1984												
Full-time nurse faculty members	*24,470*	*100.0*	*933*	*3.8*	*275*	*1.1*	*5,268*	*21.5*	*15,830*	*64.7*	*2,164*	*8.8*
Registered nurse programs	*20,221*	*100.0*	*137*	*0.7*	*40*	*0.2*	*3,104*	*15.4*	*14,797*	*73.2*	*2,143*	*10.6*
Diploma	3,942	100.0	89	2.3	7	0.2	1,606	40.7	2,226	56.5	14	0.4
Associate degree	6,452	100.0	45	0.7	30	0.5	1,238	19.2	4,977	77.1	162	2.5
Baccalaureate and higher degree[4]	9,827	100.0	3	(6)	3	(6)	260	2.6	7,594	77.3	1,967	20.0
Practical/vocational nurse programs	*4,249*	*100.0*	*796*	*18.7*	*235*	*5.5*	*2,164*	*50.9*	*1,033*	*24.3*	*21*	*0.5*
Part-time nurse faculty members	*7,767*	*100.0*	*476*	*6.1*	*227*	*2.9*	*3,115*	*40.1*	*3,745*	*48.2*	*204*	*2.6*
Registered nurse programs	*6,295*	*100.0*	*155*	*2.5*	*97*	*1.5*	*2,355*	*37.4*	*3,488*	*55.4*	*200*	*3.2*
Diploma	748	100.0	50	6.7	4	0.5	444	59.4	244	32.6	6	0.8
Associate degree	2,821	100.0	105	3.7	91	3.2	1,495	53.0	1,106	39.2	24	0.9
Baccalaureate and higher degree[4]	2,726	100.0	...	...	2	0.1	416	15.3	2,138	78.4	170	6.2
Practical/vocational nurse programs	*1,472*	*100.0*	*321*	*21.8*	*130*	*8.8*	*760*	*51.6*	*257*	*17.5*	*4*	*0.3*

[1] Includes only nurses for whom information on highest earned credential was reported.

[2] Includes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[3] Percentages may not add to 100.0 because of rounding.

[4] Includes some master's programs and registered nurse baccalaureate programs not part of a generic baccalaureate nursing program.

[5] Excludes 50 faculty members listed as holding other credentials.

[6] Less than 0.05 percent.

NOTE: Percentage of LPN/LVN programs reporting in 1986 was 60.8, as compared with 81.4 in 1984.

SOURCE: National League for Nursing, *Nursing Data Review 1986*, pp. 112, 115, 208–209.

Table 4.35. Highest Earned Credential of Administrators[1] of Nursing Education Programs[2] in the United States and Outlying Areas,[3] January 1968–86

Year	Total		Highest earned credential							
			Baccalaureate		*Master's degree*		*Doctorate*		*Other*	
	Number	*Percent*[4]	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*
1986	2,173	100.0	228	10.5	1,234	56.8	641	29.5	70	3.2
1984	2,461	100.0	342	13.9	1,443	58.6	562	22.8	114	4.6
1982	2,339	100.0	368	15.7	1,389	59.4	464	19.8	118	5.0
1980	2,385	100.0	443	18.6	1,427	59.8	371	15.6	144	6.0
1978	2,343	100.0	454	19.4	1,398	59.7	318	13.6	173	7.4
1976	2,418	100.0	483	20.0	1,443	59.7	273	11.3	219	9.0
1974	2,395	100.0	534	22.3	1,419	59.2	215	9.0	227	9.5
1972	2,357	100.0	565	24.0	1,342	56.9	177	7.5	273	11.4
1970	2,259	100.0	564	25.0	1,327	58.7	158	7.0	210	9.2
1968	2,104	100.0	565	26.9	1,233	58.6	114	5.4	192	9.1

[1] Includes only nurses for whom information on highest earned credential was reported.

[2] Includes practical and vocational and initial registered nurse education programs, some master's programs, and registered nurse baccalaureate programs not part of a generic baccalaureate nursing program.

[3] Includes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[4] Percentages may not add to 100.0 because of rounding.

NOTE: Percentage of LPN/LVN programs reporting in 1986 was 60.8, as compared with 81.4 in 1984.

SOURCE: National League for Nursing, *Nursing Data Review 1986*, pp. 108 and 207.

Table 4.36. Highest Earned Credential of Administrators[1] of Nursing Education Programs in the United States and Outlying Areas,[2] by Type of Program, January 1984 and 1986

Type of program	Total		Highest earned credential							
			Baccalaureate		Master's degree		Doctorate		Other	
	Number	Percent[3]	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1986										
Total programs	*2,173*	*100.0*	*228*	*10.5*	*1,234*	*56.8*	*641*	*29.5*	*70*	*3.2*
Registered nurse programs	*1,439*	*100.0*	*12*	*0.8*	*821*	*57.1*	*601*	*41.8*	*5*	*0.3*
Diploma	214	100.0	3	1.4	185	86.4	24	11.2	2	0.9
Associate degree	678	100.0	7	1.0	514	75.8	154	22.7	3	0.4
Baccalaureate and higher degree[4]	547	100.0	2	0.4	122	22.3	423	77.3	...	...
Practical/vocational nurse programs	*734*	*100.0*	*216*	*29.4*	*413*	*56.3*	*40*	*5.4*	*65*	*8.9*
1984										
Total programs	*2,461*	*100.0*	*342*	*13.9*	*1,443*	*58.6*	*562*	*22.8*	*114*	*4.6*
Registered nurse programs	*1,499*	*100.0*	*38*	*2.5*	*937*	*62.5*	*524*	*35.0*	...	...
Diploma	252	100.0	6	2.4	231	91.7	15	6.0	...	...
Associate degree	712	100.0	32	4.5	552	77.5	128	18.0	...	...
Baccalaureate and higher degree[4]	535	100.0	...	...	154	28.8	381	71.2	...	...
Practical/vocational nurse programs	*962*	*100.0*	*304*	*31.6*	*506*	*52.6*	*38*	*4.0*	*114*	*11.9*

[1] Includes only nurses for whom information on highest earned credential was reported.

[2] Includes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[3] Percentages may not add to 100.0 because of rounding.

[4] Includes some master's programs and registered nurse baccalaureate programs not part of a generic baccalaureate nursing program.

NOTE: Percentage of LPN/LVN programs reporting in 1986 was 60.8, as compared with 81.4 in 1984.

SOURCE: National League for Nursing, *Nursing Data Review 1986*, pp. 108 and 207.

Table 4.38. Full-time and Part-time Nurse Faculty Members in Nursing Education Programs in the United States,[1] by Racial/Ethnic Background, January 1986

	Racial/ethnic background											
			Minority									
	Total		Total		Black		Hispanic		American Indian/ Alaskan Native		Asian/Pacific Islander	
Employment status and type of program	*Number*	*Percent*	*Number*	*Percent*[2]	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*
Full-time nurse faculty members	*21,423*	*100.0*	*2,044*	*9.5*	*1,269*	*5.9*	*341*	*1.6*	*125*	*0.6*	*309*	*1.4*
Registered nurse programs	*18,374*	*100.0*	*1,669*	*9.1*	*1,030*	*5.6*	*244*	*1.3*	*117*	*0.6*	*278*	*1.5*
Diploma	3,133	100.0	187	6.0	114	3.6	20	0.6	15	0.5	38	1.2
Associate degree	6,041	100.0	673	11.1	435	7.2	78	1.3	45	0.7	115	1.9
Baccalaureate and higher degree[3]	9,200	100.0	809	8.8	481	5.2	146	1.6	57	0.6	125	1.4
Practical/vocational nurse programs	*3,049*	*100.0*	*375*	*12.3*	*239*	*7.8*	*97*	*3.1*	*8*	*0.3*	*31*	*1.0*
Part-time nurse faculty members	*6,919*	*100.0*	*495*	*7.2*	*316*	*4.6*	*80*	*1.2*	*15*	*0.2*	*84*	*1.2*
Registered nurse programs	*5,919*	*100.0*	*405*	*6.8*	*265*	*4.5*	*54*	*0.9*	*14*	*0.2*	*72*	*1.2*
Diploma	657	100.0	26	4.0	17	2.6	2	0.3	1	0.2	6	0.9
Associate degree	2,374	100.0	201	8.5	152	6.4	17	0.7	9	0.4	23	1.0
Baccalaureate and higher degree[3]	2,888	100.0	178	6.2	96	3.3	35	1.2	4	0.1	43	1.5
Practical/vocational nurse programs	*1,000*	*100.0*	*90*	*9.0*	*51*	*5.1*	*26*	*2.6*	*1*	*0.1*	*12*	*1.2*

[1] Excludes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[2] Percentages may not add to totals because of rounding.

[3] Includes some master's programs and registered nurse baccalaureate programs not part of a generic baccalaureate nursing program.

NOTE: Percentage of LPN/LVN programs reporting in 1986 was 60.8, as compared with 81.4 in 1984.

SOURCE: National League for Nursing, *Nursing Data Review 1986*, pp. 126–127, 214–215.

Table 4.39. Full-time and Part-time Nurse Faculty Members[1] in Nursing Education Programs in the United States,[2] by Racial/Ethnic Background, January 1984

			Minority									
	Total		*Total*		*Black*		*Hispanic*		*American Indian/ Alaskan Native*		*Asian/Pacific Islander*	
Employment status and type of program	*Number*	*Percent*	*Number*	*Percent*[3]	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*	*Number*	*Percent*
Full-time nurse faculty members	*25,374*	*100.0*	*2,413*	*9.5*	*1,460*	*5.8*	*497*	*2.0*	*115*	*0.5*	*341*	*1.3*
Registered nurse programs	*20,970*	*100.0*	*1,924*	*9.2*	*1,149*	*5.5*	*380*	*1.8*	*95*	*0.5*	*300*	*1.4*
Diploma	4,299	100.0	213	5.0	146	3.4	19	0.4	6	0.1	42	1.0
Associate degree	6,720	100.0	763	11.4	423	6.3	167	2.5	56	0.8	117	1.7
Baccalaureate and higher degree[4]	9,951	100.0	948	9.5	580	5.8	194	1.9	33	0.3	141	1.4
Practical/vocational nurse programs	*4,404*	*100.0*	*489*	*11.1*	*311*	*7.1*	*117*	*2.7*	*20*	*0.5*	*41*	*0.9*
Part-time nurse faculty members	*7,700*	*100.0*	*502*	*6.5*	*262*	*3.4*	*130*	*1.7*	*30*	*0.4*	*80*	*1.0*
Registered nurse programs	*6,360*	*100.0*	*394*	*6.2*	*205*	*3.2*	*96*	*1.5*	*28*	*0.4*	*65*	*1.0*
Diploma	921	100.0	29	3.1	14	1.5	9	1.0	...	...	6	0.7
Associate degree	2,678	100.0	213	7.9	113	4.2	48	1.8	23	0.9	29	1.1
Baccalaureate and higher degree[4]	2,761	100.0	152	5.5	78	2.8	39	1.4	5	0.2	30	1.1
Practical/vocational nurse programs	*1,340*	*100.0*	*108*	*8.1*	*57*	*4.3*	*34*	*2.5*	*2*	*0.1*	*15*	*1.1*

[1] Includes administrators of various programs.

[2] Excludes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[3] Percentages may not add to total because of rounding.

[4] Includes some master's programs and R.N. baccalaureate programs not part of a generic baccalaureate nursing program.

SOURCE: National League for Nursing, *Nursing Data Review 1985*, pp. 110–111 and 187.

Table 4.40. Male Nurse Faculty Members in Nursing Education Programs in the United States,[1] by Employment Status, January 1984 and 1986

Employment status and type of program	*Number of programs responding*	*Number of total faculty*	*Male nurse faculty*	
			Number	*Percent*
1986				
Full-time nurse faculty members	*2,213*	*21,445*	*659*	*3.1*
Registered nurse programs	*1,456*	*18,380*	*606*	*3.3*
Diploma	216	3,133	99	3.2
Associate degree	689	6,041	219	3.6
Baccalaureate and higher degree[2]	551	9,206	288	3.1
Practical/vocational nurse programs	*757*	*3,065*	*53*	*1.7*
Part-time nurse faculty members	*2,213*	*6,834*	*443*	*6.5*
Registered nurse programs	*1,456*	*5,919*	*375*	*6.3*
Diploma	216	657	50	7.6
Associate degree	689	2,374	140	5.9
Baccalaureate and higher degree[2]	551	2,888	185	6.4
Practical/vocational nurse programs	*757*	*915*	*68*	*7.4*
1984				
Full-time nurse faculty members	*2,567*	*25,381*	*682*	*2.7*
Registered nurse programs	*1,492*	*20,977*	*536*	*2.6*
Diploma	254	4,299	108	2.5
Associate degree	722	6,720	143	2.1
Baccalaureate and higher degree[2]	516	9,958	285	2.9
Practical/vocational nurse programs	*1,075*	*4,404*	*146*	*3.3*
Part-time nurse faculty members	*2,567*	*7,700*	*508*	*8.0*
Registered nurse programs	*1,492*	*6,360*	*402*	*6.3*
Diploma	254	921	50	5.4
Associate degree	722	2,678	116	4.3
Baccalaureate and higher degree[2]	516	2,761	236	8.5
Practical/vocational nurse programs	*1,075*	*1,340*	*105*	*7.8*

[1] Excludes American Samoa, Guam, Puerto Rico, and Virgin Islands.

[2] Includes some master's programs and registered nurse baccalaureate programs not part of a generic baccalaureate nursing program.

NOTE: Percentage of LPN/LVN programs reporting in 1986 was 60.8, as compared with 81.4 in 1984.

SOURCE: National League for Nursing, *Nursing Data Review 1986*, pp. 129–130 and 215; *Nursing Data Review 1985*, pp. 112–113 and 188.

Other work settings

At the time of publication of *Facts About Nursing 86–87,* only preliminary data were available from the 1985 National Nursing Home Survey conducted by the National Center for Health Statistics. Information on the number of full-time equivalent (FTE) registered nurses, licensed practical and vocational nurses, and nurses' aides and orderlies employed in nursing homes is given in Table 4.41. The ratio of registered nurse FTEs per 100 beds as shown in this survey was only 5.1. The ratio of licensed practical and vocational nurse FTEs was slightly larger at 7.4 per 100 beds. The majority of nursing care provided in nursing homes was given by nurses' aides and orderlies with a ratio of 30.8 per 100 nursing home beds.

Facilities that provided all or at least some skilled care had the highest ratios of total FTE nursing personnel to beds for each type of care giver. Larger nursing homes had higher ratios of registered nurses as well as higher ratios of all nursing staff to beds. Regionally, the Northeast had the highest ratio of registered nurses and the South had the highest ratio of licensed practical and vocational nurses. There was virtually no difference among the regions in the ratios of aides and orderlies.

The number of registered nurses employed in mental health facilities is given in Table 4.42. These facilities overlap work setting categories as defined in earlier tables. The settings in this table include outpatient facilities and services, hospitals, and community health settings. More than 80 percent of registered nurses in these settings worked full time, although this varied somewhat by type of facility. In addition, the table presents information on the number of registered nurses in each institution who had a master's degree or above.

Data on nurses' participation in activities of the American Red Cross are given in Tables 4.43 to 4.45. The number of nurses working in blood services for the American Red Cross is given in Table 4.43. The majority of the nursing care provided in those settings was given by registered nurses rather than licensed practical or vocational nurses or phlebotomists. The number of nurses who provided volunteer services to the American Red Cross is given in Table 4.44 and the assignments on which these nurses served are shown in Table 4.45.

Data on the number of registered nurses serving in the active military nurse corps and the reserve forces are shown in Tables 4.46 and 4.47. The number of registered nurses in each of the three branches of the nurse corps increased steadily in the years 1977 to 1986. Table 4.47 provides the number of registered nurses serving in the military reserve forces. The number of nurses in the Army Reserve is nearly twice the number on active duty. The number in the Naval Reserve and Air Force Reserve is about half the number on active duty.

The number of full-time registered nurses employed by the federal government in 1981, 1983, and 1985 is given in Table 4.48. During that period, the number of nurses increased steadily, to a high of 39,109 in 1985. Most of that increase occurred in the number of nurses employed by the Veterans Administration.

Table 4.42. Number of Registered Nurses Employed in Mental Health Facilities in the United States, by Educational Preparation, 1984

Type of facility and educational preparation	*Number of facilities*	*Registered nurses*			
		Total	*Full-time*	*Part time*	*Trainee*
Total	*3,262*	*37,629*	*31,619*	*5,247*	*763*
Less than master's		33,120	27,863	4,653	604
Master's and above		4,509	3,756	594	159
Outpatient mental health clinics	*792*	*554*	*316*	*188*	*50*
Less than master's		368	227	111	30
Master's and above		186	89	77	20
State and county hospitals	*277*	*17,011*	*15,680*	*1,155*	*176*
Less than master's		15,448	14,227	1,048	173
Master's and above		1,563	1,453	107	3
Private psychiatric hospitals	*220*	*8,026*	*5,719*	*2,189*	*118*
Less than master's		7,207	5,023	2,068	116
Master's and above		819	696	121	2
Residential treatment centers for emotionally disturbed children	*322*	*618*	*459*	*141*	*18*
Less than master's		525	402	118	5
Master's and above		93	57	23	13
Other residential organizations	*171*	*63*	*56*	*7*	...
Less than master's		55	50	5	...
Master's and above		8	6	2	...
VA psychiatric organizations	*139*	*5,966*	*5,307*	*441*	*218*
Less than master's		5,077	4,604	359	114
Master's and above		889	703	82	104
Mental health partial care organizations	*90*	*41*	*36*	*5*	...
Less than master's		26	22	4	...
Master's and above		15	14	1	...
Multiservice mental health organizations	*1,251*	*5,350*	*4,046*	*1,121*	*183*
Less than master's		4,414	3,308	940	166
Master's and above		936	738	181	17

SOURCE: U.S. Department of Health and Human Services, Public Health Service, National Institute of Mental Health, Division of Biometry and Epidemiology, Survey and Reports Branch, 1986.

Table 4.43. Blood Services Nursing, American Red Cross, 1984–85 and 1985–86

Item	*1985–86*	*1984–85*
National headquarters nurses—administrative and educational	1	1
Registered nurses on staff in blood centers	2,219	[1]2,456
Licensed practical nurses on staff in blood centers	204	...
Phlebotomists	217	...

[1] Includes licensed practical nurses and phlebotomists; breakdown is not available.

SOURCE: American Red Cross, 1987.

Table 4.44. Nurse Enrollment in American Red Cross Chapters, Nurses Providing Direct Services in Chapter Activities, and Paid Nursing Staff, 1984–85 and 1985–86

Item	*1985–86*	*1984–85*
Volunteer staff[1]		
Nurses providing direct services in chapter activities		
Registered nurses	22,791	(2)
Licensed practical nurses	3,536	(2)
Student nurses	7,368	(2)
Paid staff		
National headquarters nurses	10	9
Registered nurses on staff in operations headquarters	6	7
Number of people served through chapter activities[3]	12,557,643	14,056,825

[1] From 191 key resource chapters only. Data are no longer available from approximately 2,500 smaller chapters.

[2] Information not available.

[3] Estimated.

SOURCE: American Red Cross, 1987.

Table 4.45. Disaster Health Service, American Red Cross, 1984–85 and 1985–86

Item	*1985–86*	*1984–85*
Major disaster operations during which Red Cross nurses served[1]	31	22
Nursing assignments on operations[2]	4,317	1,413
Days served by nurses assigned[2]	21,081	5,727
Persons attending Red Cross disaster nursing courses[3]	709	505
Nursing assignments on international operations	4	7

[1] Represents national operations only.

[2] Represents figures from midwestern and western operations headquarters only, and includes volunteer nurses, physicians, and allied health personnel.

[3] Represents figures from eastern and western operations headquarters only.

SOURCE: American Red Cross, 1987.

Table 4.46. Registered Nurses Serving in the Military Nurse Corps, as of June 30, 1977-86

Year	*Army*	*Navy*	*Air Force*
1986	4,502	3,008	5,046
1985	4,360	2,959	4,854
1984	[1]4,089	2,941	[2]4,635
1983	3,929	2,789	(3)
1982	3,891	[1]2,659	[2]4,452
1981	3,804	2,708	[2]4,149
1980	3,823	2,647	[2]4,081
1979	3,876	2,600	3,857
1978	3,567	2,560	3,788
1977	3,646	2,560	3,732

[1] As of April 30.
[2] As of October.
[3] Not available.

SOURCE: Army Nurse Corps, Office of the Surgeon General; Air Force Nurse Corps, Office of the Surgeon General; Navy Nurse Corps, Office of the Surgeon General, 1986 and previous years. Unpublished data.

Table 4.47. Registered Nurses Serving in the Military Reserve Forces, as of September 30, 1986

Category	*Number*
Army Reserve	*8,565*
Selected reserve[1]	5,879
Individual ready reserve[2]	2,686
Army National Guard	*906*
Naval Reserve	*1,462*
Selected reserve[1]	938
Individual ready reserve[2]	524
Air Force Reserve	*2,718*
Selected reserve[1]	2,022
Individual ready reserve[2]	696
Air National Guard	*622*

[1] Selected reserve consists of reserve units and trained individuals within the ready reserve designated by their respective service and approved by the Joint Chiefs of Staff as so essential to initial wartime missions that they have priority over all other reserves.

[2] Individual ready reserve is a manpower pool consisting principally of individuals who have had training and have served previously in the active component or in the selected reserve and have some period of a military service obligation remaining. In addition, some individuals in the IRR volunteer for hardship or special non-pay programs that provide a variety of professional assignments and opportunities to earn retirement points and military benefits.

SOURCE: Office of the Assistant Secretary of Defense (Health Affairs), Washington, D.C. Unpublished data, 1987.

Table 4.48. Federal Civilian Registered Nurses Employed Full Time, by Branch and Agency, All Areas, October 31, 1981, 1983, and 1985[1]

Agency	*1985*	*1983*	*1981*
Total	*39,109*	*36,828*	*35,529*
Executive Branch	*39,083*	*36,803*	*35,502*
Cabinet departments			
Department of Agriculture	19	19	24
Department of Commerce	7	9	19
Department of Defense	4,082	3,817	4,010
Department of the Air Force	566	587	691
Department of the Army	2,523	2,250	2,326
Department of the Navy	888	894	916
Defense Logistics Agency	5	8	5
Other defense activities	100	78	72
Department of Energy	8	7	7
Department of Health and Human Services	2,866	2,773	3,357
Department of the Interior	12	10	16
Department of Justice	139	99	106
Department of Labor	6	6	6
Department of State	52	43	38
Department of Transportation	39	56	53
Department of the Treasury	42	39	43
Independent agencies			
Action	...	...	11
Environmental Protection Agency	...	...	2
Federal Deposit Insurance Corporation	1	1	1
General Services Administration	...	2	2
Interstate Commerce Commission	...	2	...
National Science Foundation	1	1	1
NASA	4	6	6
Office of Personnel Management	2	2	9
Panama Canal Company	6	6	6
Peace Corps	8	11	...
Railroad Retirement Board	...	1	1
Smithsonian Institution	8	8	6
Soldiers' and Airmen's Home	74	57	47
Veterans Administration	31,707	29,828	27,731
Legislative Branch	*26*	*25*	*27*
Architect of the Capitol	14	13	14
Government Printing Office	8	7	9
Library of Congress	4	5	4

[1] For all years excludes any nurse employed by Congress, Congressional Budget Office, Board of Governors of the Federal Reserve System, U.S. Postal Service, Central Intelligence Agency, or National Security Agency; 1985 data also exclude commissioned corps and judicial branch; 1983 data also exclude Office of Technology Assessment and judicial branch; 1981 data also exclude most of the judicial branch.

SOURCE: U.S. Office of Personnel Management, Personnel Systems and Oversight Group, 1986.

5. Salaries and benefits

A frequently asked question about nurses is, "What is the average salary of a nurse?" The answer is the average of actual salaries of all employed registered nurses or of all licensed practical and vocational nurses. Estimates of these figures are calculated in the national sample surveys and are presented in this chapter. It should be noted that salary data are collected and reported in various formats. Summary data on salaries are sometimes presented as averages of actual salaries of individual nurses. At other times, averages are based on employers' salary schedules. Also, a wide variety of methods is used to report these data. Salaries may be reported as hourly, monthly, or annual amounts. Summary statistics use midpoints, maximums, minimums, averages, and average midpoints. None of these precisely answers the question, "What is the average salary of a nurse?" All of the salary information presented in Chapter 5 does, however, provide a picture of compensation for work in the field of nursing.

All settings

Salaries for nurses in all areas of employment and in all position titles are given in Table 5.1. These data are from the 1984 national sample survey of registered nurses. These estimates are somewhat out of date; later salaries were higher. However, they are the only estimates of average actual salaries for all nurses. These estimates are useful because they can be compared among types of positions and fields of employment.

Of the average salaries for each field of employment, the highest was for nursing education. Hospitals and occupational health followed; the ambulatory care setting provided the lowest average salary. Not reported in this table is a category *self-employed* as a field of employment. This field of employment actually had the highest average salary, $34,882. However, there were too few nurses to calculate an average salary by position title.

Average salary estimates for each field of employment are displayed in Figure 8 from the three national sample surveys of registered nurses. The rank order of the settings remained constant in 1977, 1980, and 1984 except that the salaries of nurses in hospitals, which were lower than occupational health nurses in 1977 and 1980, were equal to them in 1984.

The average earnings by position title followed a predictable pattern; administrative and supervisory personnel had higher salaries than staff nurses. However, the advanced practice areas of nurse practitioner/midwife, clinical nurse specialist, and nurse clinicians had average salaries comparable to the middle-level management positions of supervisors and head nurses.

The average salaries of each position title across fields of employment show that administrators had the highest salary when they worked in nursing education, followed by work in hospitals. Supervisors and head nurses had the highest

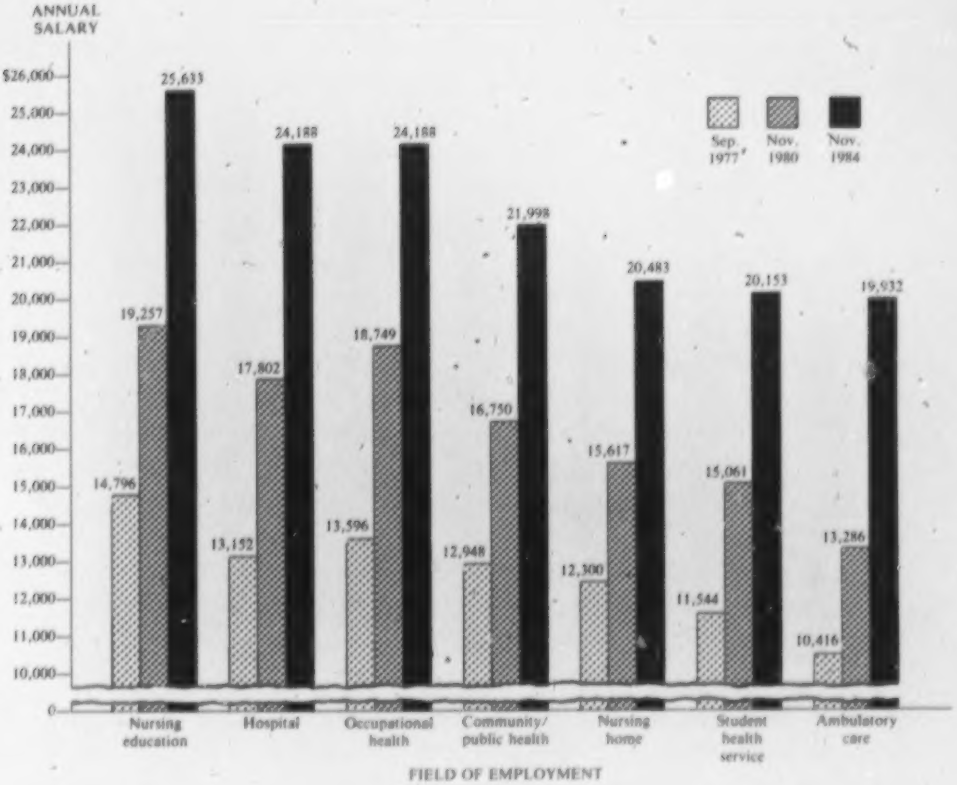


Figure 8. Average annual earnings of all registered nurses employed full time in their principal nursing position, by field of employment, 1977, 1980 and 1984.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984,* June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938, and previous surveys.

average salaries when they worked in hospitals. Staff nurses had the highest salaries in occupational health settings.

The highest educational preparation of a nurse influences average salary within the type of position held (Table 5.2). Except for nurse anesthetists, higher educational preparation was associated with higher average salaries for a given position. However, in some positions the diploma-prepared nurse had a salary comparable to the baccalaureate-prepared nurse. That was because the median age of all employed diploma-prepared nurses was 46, whereas the median age for baccalaureate-prepared nurses was only 32. Therefore, the diploma-prepared nurses had worked many more years on average than the baccalaureate-prepared nurses and had attained higher pay levels within the same position title.

The average annual earnings of licensed practical and vocational nurses are given in Table 5.3. These figures were collected in the November 1983 sample survey and underestimate later salaries of these nurses. The data are included, however, because they do allow comparison among fields of employment and types of position. Licensed practical and vocational nurses in occupational health settings had the highest average salaries; they were followed closely by nurses working in hospital settings. The lowest average salaries were earned by nurses in student health settings.

Average annual salaries for both registered nurses and licensed practical and vocational nurses by geographic region of employment are given in Table 5.4. The two sets of figures are not directly comparable because they represent salaries in two different years. The figures do allow comparison of relative salaries among the regions. The same pattern of rankings among the regions appears for both types of nurse, in that salaries are highest in the Pacific region and lowest in the East South Central region. The other regions clustered into two groups with the average salaries in the New England, South Atlantic, and West North Central regions being lower than salaries in the four other regions. The differences were somewhat larger for registered nurses.

Table 4.41. Number[1] and Ratio per 100 Beds of Full-time Equivalent Nursing Personnel, by Selected Nursing Home Characteristics, United States, 1985

Facility characteristic	Number of nursing homes	Average number of beds	Total nursing personnel		Registered nurse		Licensed practical nurse		Nurses' aide and orderly	
			Number	Ratio per 100 beds	Number	Ratio per 100 beds	Number	Ratio per 100 beds	Number	Ratio per 100 beds
Total	*19,100*	*85.0*	*704,300*	*43.4*	*83,300*	*5.1*	*120,000*	*7.4*	*501,000*	*30.8*
Ownership										
Proprietary	14,300	78.4	461,000	41.1	48,600	4.3	80,100	7.1	332,300	29.6
Voluntary non-profit	3,800	97.6	175,100	47.2	24,900	6.7	28,500	7.7	121,700	32.8
Government	1,000	131.9	68,100	51.6	9,800	7.4	11,300	8.6	47,100	35.7
Certification										
Skilled nursing facility only	3,500	88.0	152,800	49.6	21,900	7.1	24,600	8.0	106,200	34.5
Skilled nursing facility and intermediate care facility	5,700	127.0	344,000	47.5	45,500	6.3	58,500	8.1	240,000	33.1
Intermediate care facility only	5,300	77.2	160,900	39.3	11,000	2.7	30,500	7.4	119,300	29.2
Not certified	4,700	38.9	46,600	25.5	4,900	2.7	6,300	3.4	35,500	19.4
Bed size										
Fewer than 50 beds	6,300	23.9	48,600	32.1	5,100	3.4	7,900	5.3	35,500	23.5
50–99 beds	6,200	71.7	194,700	43.8	20,500	4.6	33,000	7.4	141,200	31.8
100–199 beds	5,400	130.0	307,400	43.8	35,700	5.1	53,100	7.6	218,600	31.1
200 beds or more	1,200	272.3	153,600	47.0	22,000	6.7	25,900	7.9	105,700	32.4
Census region[2]										
Northeast	4,400	84.4	166,500	44.9	26,800	7.2	26,700	7.2	113,000	30.5
Midwest	5,600	94.9	231,300	43.5	28,300	5.3	35,200	6.6	167,800	31.6
South	6,100	80.0	200,200	41.0	14,700	3.0	41,000	8.4	144,500	29.6
West	3,000	78.6	106,300	45.6	13,500	5.8	17,100	7.3	75,700	32.5

[1] Numbers may not add to totals because of rounding.

[2] States in each region are as follows: *Northeast*—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; *Midwest*—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; *South*—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; *West*—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

SOURCE: U.S. Department of Health and Human Services, Public Health Service, National Center for Health Statistics, *Nursing Home Characteristics, Preliminary Data from the 1985 National Nursing Home Survey,* Advance data from Vital and Health Statistics, No. 131, DHHS Pub. No. (PHS) 87-1250.

Table 5.2. Average Annual Earnings of Registered Nurses[1] Employed Full Time, by Type of Position and Highest Educational Preparation, November 1984

Type of position	*Total*[2]	*Highest educational preparation*				
		Diploma	*Associate degree*	*Bacca-laureate*	*Master's degree*	*Doctorate*
Total[2]	*$23,505*	*$22,963*	*$22,129*	*$23,995*	*$28,763*	*$35,743*
Administrator or assistant	29,164	26,553	23,738	29,331	36,497	...
Consultant	25,922	24,135	(3)	24,941	26,989	(3)
Supervisor or assistant	24,914	24,089	23,677	26,689	28,251	...
Instructor	24,759	23,440	22,014	23,882	25,483	30,812
Head nurse or assistant	25,168	24,730	24,256	25,907	30,074	...
Staff nurse	21,704	21,514	21,298	22,254	24,391	...
Nurse practitioner/ midwife	25,975	25,656	23,082	26,942	26,576	...
Clinical nurse specialist	25,815	23,909	23,205	25,579	28,668	23,250
Nurse clinician	24,283	24,282	23,512	24,254	(3)	...
Certified nurse anesthetist	37,991	37,481	39,696	37,776	(3)	...
Private duty nurse	21,585	21,403	(3)	(3)	(3)	...
Other	24,836	24,051	23,441	25,272	28,668	(3)

[1] Includes only registered nurses with active licenses in November 1984 who worked in the United States.
[2] Includes registered nurses in positions not separately identified as well as those itemized separately.
[3] Insufficient number of cases to compute average.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984,* June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938.

Table 5.3. Average Annual Earnings of Licensed Practical/Vocational Nurses[1] Employed Full Time in Their Principal Nursing Position, by Field of Employment and Type of Position, November 1983

Field of employment	*Total*[2]	*Type of position*		
		Charge nurse	*Staff nurse*	*No position title*
Total employed as LPN/LVN[2]	*$14,256*	*$13,764*	*$14,592*	*$13,740*
Hospital	14,976	15,192	14,952	15,276
Nursing home	13,332	13,332	13,320	13,152
Public/community health	13,632	14,184	14,004	14,004
Student health	10,884	(3)	10,980	(3)
Occupational health	15,264	(3)	14,940	15,564
Physician's or dentist's office	12,996	14,820	12,804	12,672
Private duty	11,460	(3)	(3)	(3)

[1] Includes only licensed practical and vocational nurses with active licenses in November 1983 who worked in the United States.

[2] Includes licensed practical and vocational nurses in positions not separately identified as well as those itemized separately.

[3] Insufficient number of cases to compute average.

NOTE: Table revised from previous publication.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, "National Sample Survey of Licensed Practical/Vocational Nurses, November 1983." Unpublished data, 1985.

Table 5.4. Average Annual Salary of Nurses Employed Full Time in Staff Positions as Their Principal Nursing Position

Region[1] *of employment*	*Registered nurses,*[2] *November 1984*	*Licensed practical/ vocational nurses,*[3] *November 1983*
United States	*$21,704*	*$14,256*
New England	20,610	13,872
Middle Atlantic	21,369	14,616
South Atlantic	20,783	13,836
East South Central	19,914	12,864
West South Central	22,311	14,232
East North Central	21,761	14,880
West North Central	20,964	13,524
Mountain	21,227	14,364
Pacific	25,018	16,380

[1] For states in each region, see Table 1.3.

[2] Includes only registered nurses actively licensed in November 1984 who worked full time in staff nurse positions in the United States.

[3] Includes only licensed practical and vocational nurses actively licensed in November 1983 who worked full time as LPN/LVNs in the United States.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984,* June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938, and unpublished data, 1987.

Hospitals

Two-thirds of all registered nurses and more than half of all licensed practical and vocational nurses are employed in hospital settings. Salary data on nurses in hospitals are collected by several different agencies. The available salary information, based sometimes on actual salaries and at other times on salary schedules, is reported for various time periods and is collected in overlapping and inconsistent geographic areas. As a result, it is very difficult to make valid comparisons among salary data from these sources.

The first source considered is the Bureau of Labor Statistics, which completed its industry wage survey for hospitals in 1985. The data were collected through personal visits by bureau field representatives to a probability-based sample of private, state, and local government hospitals in 23 metropolitan areas. This survey provided average hourly earnings for full-time registered nurses in those 23 areas. It does not, however, provide an overall average salary for all registered nurses in hospitals or in broad geographic regions. Average hourly earnings in August 1985 for eight registered nurse positions within non-federal hospitals are given in Table 5.5. Of the cities included, the highest hourly wages for most positions were in Oakland and San Francisco, California. Salaries in Los Angeles, the other California location included in the survey, were generally lower than salaries in Oakland and San Francisco but were higher than salaries in other areas of the United States. The lowest hourly rates were found in Buffalo and Niagara Falls, New York. The difference between the highest and lowest average hourly earnings among the metropolitan areas ranged from $5 to $6 across all positions.

A second source of salary data for nurses in hospital settings is a national survey conducted annually by the University of Texas Medical Branch at Galveston. In August 1986, the 25th annual national survey of hospital and medical school salaries was completed. Survey participants were 33 hospitals, 16 medical schools, and 28 medical centers, representing a 77 percent response rate from sampled hospitals. All monthly salaries reflected a standard 40-hour week, excluding the cash value of fringe benefits. Salary schedule data were collected for nurses in four positions within hospitals, medical schools, and medical centers. Each institution provided the starting monthly salary (defined as the "recruiting rate" or "going rate" normally paid in order to fill vacancies in a particular job class) and the maximum monthly salary (defined as the highest salary actually paid to registered nurses in particular positions) for the four registered nurse positions. The survey did not collect salary data for registered nurses actually working in these hospitals.

The lowest (and the highest) salaries, reported in Table 5.6, represent only the single institution that reported the lowest (or highest) salary for that position or setting. Interpreting differences in salaries between types of institutions or across time is not recommended, because the presence or absence of a single institution among those responding to the survey could change the lowest or highest salary drastically.

The most easily interpreted number is the average salary for both the starting and maximum categories described above. The differences in the average starting monthly salary for any of the four registered nurse positions were very small. Nurse anesthetists were paid the most in all three types of institutions and staff nurses were paid the least.

Data from the same survey for August 1985 are given in Table 5.7. A comparison of 1986 data with 1985 data shows that average salaries were somewhat higher in 1986 for both starting and maximum salaries. Increases in the averages were less than $100 for the starting salaries in all positions and in all institutions. Nurse anesthetists in medical schools had the largest increase, $291, for average maximum salary and the only decrease, $41, in average starting salary. The increase in starting salaries of staff nurses was 4.6 percent.

Trend data on average starting and maximum salaries for staff nurses from 1976 to 1986 from the University of Texas Medical Branch annual surveys are illustrated in Figure 9. The average starting salary nearly doubled between those years.

The *American Journal of Nursing* conducted a telephone survey in selected major cities to determine starting salaries and maximum salaries in hospitals for December 1986 and November 1985. These data are provided in Table 5.8. The lowest starting salaries were found in the South and in some regions of the Midwest, and the highest were found on the West Coast, primarily in San Francisco. Baltimore had the widest range of starting salaries. In terms of maximum salaries, the highest in 1986 were in Boston and Chicago. When 1986 and 1985 data are compared, both the minimum and the maximum starting salaries in a number of cities actually decreased. Because these data are reported in ranges, each number actually represents only a single hospital, a problem for comparative purposes discussed previously.

The University of Texas Medical Branch survey also collects data on licensed practical and vocational nurses in hospitals and medical schools. These data are reported in Table 5.9 for 1985 and 1986. The same patterns among institutions as was seen with registered nurses are evident in this table. Hospitals had higher starting salaries than medical centers and medical schools in both 1985 and 1986. A comparison of 1986 average salaries in Table 5.9 with average salaries of registered nurses in Table 5.6 shows that the licensed practical or vocational nurse made around $400 to $500 less per month as a starting salary than the registered nurse in a staff nurse position. That difference increases to around $700 per month when maximum salaries are compared.

The industry wage survey of the Bureau of Labor Statistics collects hourly wages for licensed practical and vocational nurses. Again, Oakland and San Francisco had the highest hourly wages for all licensed practical and vocational nurses. Buffalo and Dallas–Fort Worth had the lowest (Table 5.10). The licensed practical and vocational nurse earns about $3 less an hour than the general duty nurse (reported in Table 5.5) in the same metropolitan region. This difference, which translates to more than $500 per month, is comparable to that found in the University of Texas Medical Branch survey.

The hourly wages of nurses' aides are reported in Table 5.11. Geographic trends in this table are similar to those portrayed in previous tables. For full-time employment, the nurses' aide averages $1 to $2 less per hour than the

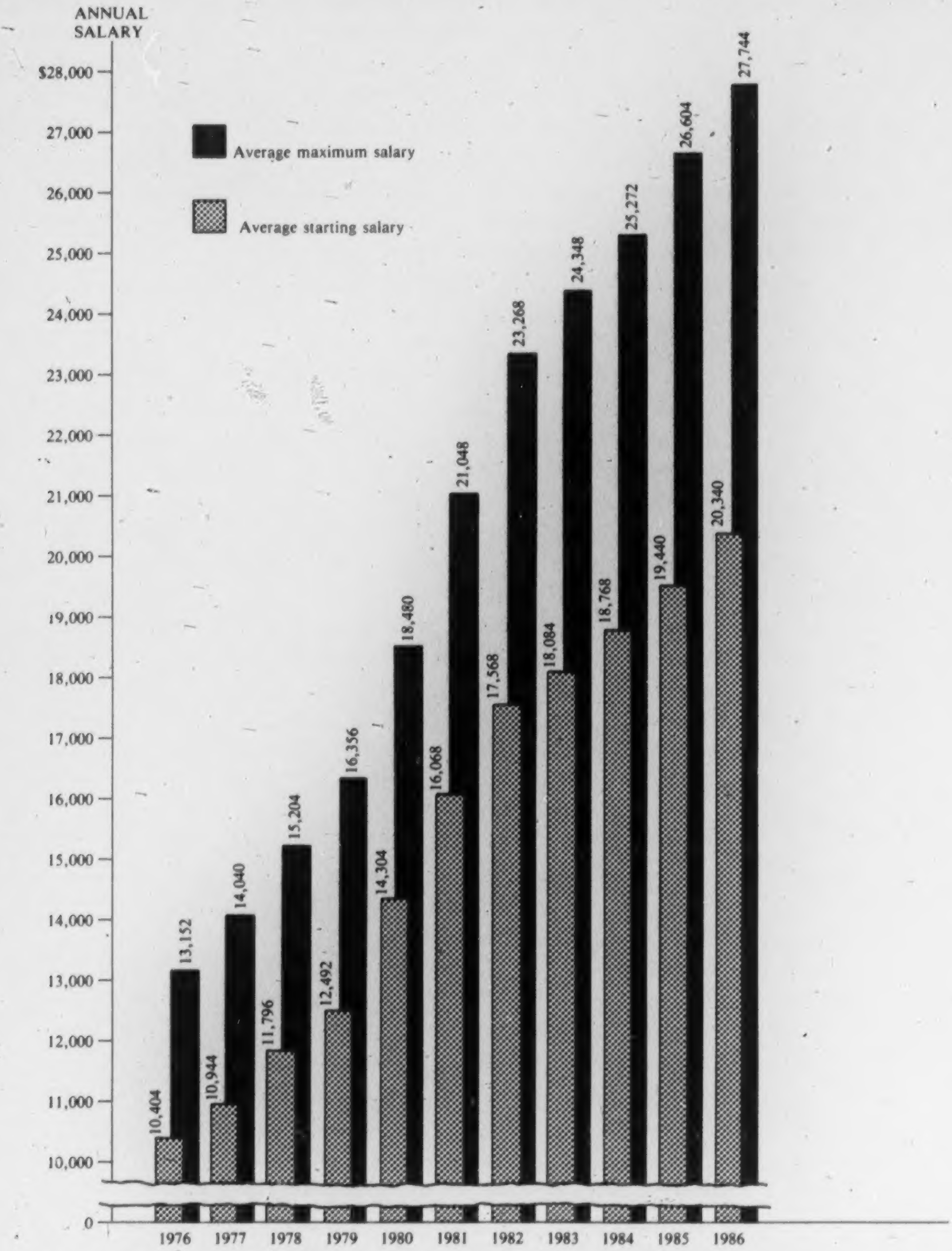


Figure 9. Average annual starting and maximum salaries of staff nurses in hospitals, medical schools, and medical centers combined, 1976–86.

SOURCE: University of Texas Medical Branch at Galveston, *1986 National Survey of Hospital and Medical School Salaries*, November 1986, and previous years.

licensed practical or vocational nurse.

The industry wage survey also collects information, by metropolitan area, on fringe benefits for professional and technical employees in non-federal hospitals. Insurance and retirement benefits available to hospital employees are shown in Table 5.12. It can be seen that nearly all hospital employees had some percentage of paid health care insurance as a benefit. Fewer hospitals offered dental, disability, or health maintenance organizations. Most hospitals offered a retirement plan and life insurance as benefits to their employees. Hospitals in the South lagged in terms of fringe benefits.

Hospital employees' vacation benefits (Table 5.13) were dependent upon years of service and varied in the number of days. Thus, the presentation of these data is somewhat complicated. However, the vacation available to most employees after one year of service was at least two but less than three weeks. The exception to this was New York City; there, 93 percent of full-time employees had four or more weeks' vacation after only one year of service. The number of weeks of vacation increased consistently across the table with years of service. After five years of service, most employees were entitled to three to four weeks of vacation. After twenty-five years of service, most received four to five weeks of vacation and in a few areas a majority of employees enjoyed five or more weeks of vacation each year.

The number of paid holidays for employees of hospitals is given in Table 5.14. Although the number varied considerably among cities, metropolitan areas in the Northeast generally had the most and those in the South had the fewest. However, individual metropolitan areas showed high variability in the number of holidays. Chicago, for instance, had individual hospitals with as few as six or fewer paid holidays and others with as many as twelve.

Table 5.1. Average Annual Earnings of Registered Nurses[1] Employed Full Time in Their Principal Nursing Position, by Field of Employment and Type of Position, November 1984

Field of employment	*Total*[2]	*Administrator or assistant*	*Consultant*	*Supervisor or assistant*	*Instructor*	*Head nurse or assistant*	*Staff nurse*	*Nurse practitioner/ midwife*	*Clinical nurse specialist*	*Nurse clinician*
Total[2]	*$23,505*	*$29,164*	*$25,922*	*$24,914*	*$24,759*	*$25,168*	*$21,704*	*$25,975*	*$25,815*	*$24,283*
Hospital	24,188	32,982	(3)	26,629	25,931	25,931	22,394	27,970	26,512	25,396
Nursing home or extended-care facility	20,483	22,776	(3)	19,870	19,892	19,822	18,220	(3)	(3)	...
Nursing education	25,633	34,576	(3)	(3)	24,564	(3)	(3)	(3)	(3)	(3)
Community/public health	21,998	28,256	23,929	23,181	(3)	(3)	20,006	22,689	(3)	(3)
Student health service	20,153	(3)	(3)	(3)	(3)	(3)	19,310	(3)	(3)	(3)
Occupational health	24,188	(3)	(3)	25,043	(3)	(3)	22,969	(3)	(3)	(3)
Ambulatory care setting	19,932	29,259	(3)	21,035	(3)	18,416	18,032	27,655	21,537	20,126

[1] Includes only registered nurses with active licenses in November 1984 who worked in the United States.
[2] Includes registered nurses in positions not separately identified as well as those itemized separately.
[3] Insufficient number of cases to compute average.

SOURCE: U.S. Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, *The Registered Nurse Population, Findings from the National Sample Survey of Registered Nurses, November 1984,* June 1986. Report available through NTIS, 5285 Port Royal Road, Springfield, Va. 22161, Accession No. HRP-0906938.

Table 5.5. Number of Registered Nurses Employed Full Time and Average Hourly Earnings[1] in Non-federal Hospitals, by Metropolitan Area,[2] August 1985

Metropolitan area	*Director of nursing*		*Supervisor of nurses*		*Nursing instructor*		*Head nurse*		*General duty nurse*		*Nurse practitioner*		*Clinical nurse specialist*		*Nurse anesthetist*	
	Number	*Average hourly earnings*	*Number*	*Average hourly earnings*	*Number*	*Average hourly earnings*	*Number*	*Average hourly earnings*	*Number*	*Average hourly earnings*	*Number*	*Average hourly earnings*	*Number*	*Average hourly earnings*	*Number*	*Average hourly earnings*
Atlanta, Ga.[3]	14	$19.75	108	$14.65	80	$12.17	244	$13.33	2,612	$10.57	...	...	62	$12.76	...	...
Baltimore, Md.	24	21.43	191	14.73	153	13.25	716	13.60	5,965	10.53	98	$13.56	89	13.45	91	$16.85
Boston, Mass.	66	23.76	363	16.39	255	15.23	1,150	15.34	9,122	12.15	119	15.57	120	16.72	68	21.73
Buffalo/Niagara Falls, N.Y.	9	18.69	203	13.28	106	12.07	465	11.69	3,049	10.11	10	12.42	34	12.08	...	...
Chicago, Ill.	78	21.72	410	16.07	243	14.03	1,744	14.06	18,521	11.35	...	...	290	14.09	174	16.75
Cleveland, Ohio	26	20.40	146	16.08	105	13.57	407	15.01	5,141	12.39	62	13.50	27	14.93	68	20.98
Dallas/Fort Worth, Texas	51	18.41	254	14.89	80	12.50	892	12.71	7,246	10.60	8	12.87	24	13.36	122	18.98
Denver/Boulder, Colo.	13	22.73	100	16.84	46	14.25	366	14.83	4,167	12.01	18	14.42	115	14.62	40	17.85
Detroit, Mich.	...	...	271	15.33	200	14.71	950	14.21	9,511	11.75	...	...	130	14.97	336	18.57
Houston, Texas	54	19.44	247	15.38	89	14.24	685	14.12	6,684	11.25	...	...	14	13.94	71	21.55
Kansas City, Mo./Kan.	27	20.10	240	14.82	83	13.65	366	13.68	3,981	11.09	...	...	62	13.86	11	19.00
Los Angeles/ Long Beach, Calif.	72	21.00	766	17.70	232	16.54	1,442	15.58	12,489	13.53	135	16.74	317	15.76	180	19.88
Miami/Hialeah, Fla.[3]	16	22.41	101	16.46	55	14.22	283	15.15	3,258	11.71	...	...	178	12.97	29	17.32
Milwaukee, Wis.[3]	22	19.08	63	15.95	76	13.10	248	14.05	2,680	11.25	...	...	81	13.38	25	16.36
Minneapolis/St. Paul, Minn./Wis.[3]	36	19.80	65	15.94	17	14.44	442	15.47	3,174	12.70	...	...	67	15.12	238	17.50
New York, N.Y.	102	23.58	1,732	15.93	334	16.14	3,471	14.32	24,383	12.70	153	15.98	270	16.03	256	17.94
Oakland, Calif.	27	23.23	99	19.53	21	17.14	390	17.63	1,969	15.16	26	18.21	27	17.37	44	19.29
Philadelphia, Pa./N.J.	87	21.69	623	14.97	398	13.03	1,626	13.44	14,004	11.63	28	14.06	153	13.71	256	17.02
Portland, Ore.[3]	16	19.60	58	15.51	14	13.65	173	14.63	1,916	12.44	12	14.76	30	13.98	41	17.38
St. Louis, Mo./Ill.	40	19.66	188	15.65	248	13.55	611	14.70	8,267	11.12	41	13.75	72	15.07	103	17.70
San Francisco, Calif.	19	23.01	136	19.41	35	17.83	276	18.39	2,249	15.52	38	17.75	72	19.48	13	21.72
Seattle, Wash.	18	20.88	68	16.36	23	14.79	303	15.08	2,635	12.07	12	13.05	60	14.61	...	...
Washington, D.C./Md./Va.[3]	...	...	156	17.56	88	14.41	508	14.83	7,688	11.52	17	13.37	88	14.35	34	18.88

[1] Excludes premium pay for overtime and work on weekends, holidays, and late shifts.

[2] Standard metropolitan statistical areas as defined by U.S. Office of Management and Budget. All metropolitan areas consist of one or more counties.

[3] Data were available for private hospitals only.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Industry Wage Survey: Hospitals, August 1985.*

Table 5.6. Salaries of Registered Nurse Employees in the United States, by Type of Institution and Position, August 1986

Type of institution and position	*Starting monthly salary*[1]				*Maximum monthly salary*[2]			
	Lowest	*Highest*	*Midpoint*	*Average*	*Lowest*	*Highest*	*Midpoint*	*Average*
Institutions combined								
Nurse anesthetist	$1,715	$3,664	$2,535	$2,596	$2,661	$4,501	$3,520	$3,490
Nurse practitioner	1,574	2,698	2,058	2,060	1,694	3,940	2,659	2,618
Head nurse	1,416	3,305	2,074	2,122	1,702	4,047	2,857	2,857
Staff nurse	1,350	2,415	1,650	1,695	1,595	3,437	2,337	2,312
Hospitals								
Nurse anesthetist	1,817	3,528	2,603	2,583	2,661	4,501	3,528	3,517
Nurse practitioner	1,661	2,485	2,059	2,045	1,829	3,940	2,583	2,664
Head nurse	1,680	3,305	2,074	2,144	2,306	4,047	2,912	2,919
Staff nurse	1,417	2,314	1,659	1,696	1,757	3,437	2,279	2,316
Medical schools								
Nurse anesthetist	2,317	2,934	(3)	2,544	3,520	4,108	(3)	3,812
Nurse practitioner	1,574	2,698	1,987	1,986	2,061	3,381	2,515	2,667
Head nurse	1,416	2,205	2,000	1,861	1,702	3,087	2,623	2,534
Staff nurse	1,442	1,901	1,583	1,622	1,595	2,775	2,352	2,202
Medical centers								
Nurse anesthetist	1,715	3,664	2,511	2,618	2,833	3,893	3,380	3,400
Nurse practitioner	1,694	2,698	2,058	2,132	1,694	3,198	2,659	2,530
Head nurse	1,531	3,071	2,167	2,208	1,913	3,571	2,927	2,921
Staff nurse	1,350	2,415	1,667	1,723	1,706	2,944	2,347	2,350

[1] Salaries normally paid in order to fill vacancies in a particular job class.
[2] Highest reported salaries actually paid to employees in a particular job class.
[3] Insufficient number of cases to compute salary.

SOURCE: University of Texas Medical Branch at Galveston, *1986 National Survey of Hospital and Medical School Salaries.*

Table 5.7. Salaries of Registered Nurse Employees in the United States, by Type of Institution and Position, August 1985

Type of institution and position	*Starting monthly salary*[1]				*Maximum monthly salary*[2]			
	Lowest	*Highest*	*Midpoint*	*Average*	*Lowest*	*Highest*	*Midpoint*	*Average*
Institutions combined								
Nurse anesthetist	$1,817	$3,510	$2,575	$2,570	$2,559	$4,501	$3,473	$3,439
Head nurse	1,033	3,620	2,059	2,060	1,551	3,770	2,750	2,757
Staff nurse	899	2,343	1,581	1,620	1,333	2,829	2,208	2,217
Hospitals								
Nurse anesthetist	1,817	3,392	2,531	2,528	2,559	4,501	3,475	3,499
Head nurse	1,033	3,060	2,059	2,065	1,551	3,770	2,804	2,799
Staff nurse	899	2,250	1,581	1,613	1,333	2,829	2,165	2,196
Medical schools								
Nurse anesthetist	2,076	3,014	(3)	2,585	3,011	3,807	(3)	3,521
Head nurse	1,595	2,085	1,706	1,839	1,797	3,031	2,384	2,457
Staff nurse	1,254	1,811	1,515	1,559	1,595	2,583	2,017	2,128
Medical centers								
Nurse anesthetist	1,889	3,510	2,580	2,603	2,700	3,967	3,372	3,376
Head nurse	1,370	3,620	2,111	2,131	1,913	3,620	2,837	2,808
Staff nurse	1,255	2,343	1,612	1,649	1,585	2,725	2,343	2,270

[1] Salaries normally paid in order to fill vacancies in a particular job class.

[2] Highest reported salaries actually paid to employees in a particular job class.

[3] Insufficient number of cases to compute salary.

SOURCE: University of Texas Medical Branch at Galveston, *1985 National Survey of Hospital and Medical School Salaries*.

Table 5.8. Annual Salary Ranges[1] of Hospital-based Staff Nurses in Selected Major Cities, 1985 and 1986

City	*Starting range*		*Maximum range*	
	1986	*1985*	*1986*	*1985*
Atlanta	$17,056-20,592	$17,680-19,760	$20,862-34,320	$21,792-38,254
Baltimore	16,848-25,002	17,222-22,318	21,133-39,832	21,258-35,277
Boston	21,736-23,608	19,427-22,942	31,283-48,381	25,637-35,214
Chicago	16,120-23,712	17,160-23,504	21,736-48,880	22,214-41,101
Cincinnati	(2)	18,491-20,322	(2)	24,336-27,019
Cleveland	19,448-24,960	20,571-24,003	23,254-31,658	23,088-32,074
Dallas/Fort Worth	[3]14,772-22,068	14,736-20,196	[3]15,108-32,928	19,392-32,052
Denver	20,010-22,110	(2)	26,250-34,029	(2)
Detroit	19,240-24,336	16,640-23,816	21,632-28,475	21,632-29,120
Houston	[3]16,164-24,384	16,164-22,716	[3]18,720-40,668	18,684-32,820
Los Angeles	22,090-25,834	21,504-27,072	28,787-34,341	26,364-35,112
Miami	[3]17,576-22,298	19,115-23,874	[3]22,152-31,200	25,500-34,292
Milwaukee	17,680-21,382	17,202-26,125	22,526-31,304	21,174-31,117
Minneapolis	21,798-26,395	21,396-26,983	28,912-30,202	29,748-33,170
New York City				
Manhattan	22,500-26,257	23,053-25,000	24,784-35,000	24,853-36,300
Metro area	19,100-25,975	19,110-24,051	20,410-33,251	20,982-31,467
Newark	19,240-23,712	18,720-20,862	21,320-32,198	25,002-32,115
Portland, Ore.	21,299-23,254	(2)	25,813-32,344	(2)
San Diego	20,155-25,522	(2)	21,757-37,066	(2)
San Francisco	27,955-32,885	26,460-29,078	36,421-37,357	32,677-40,368
Seattle	19,698-19,906	21,778-22,693	27,664-28,933	27,352-28,608

[1] Shift and education differentials not included.

[2] Information not available.

[3] Includes salaries in adjacent non-metro areas.

SOURCE: American Journal of Nursing Company, *American Journal of Nursing,* "DRGs Still Stymie Economic Gains for Nurses-Paychecks Rose Only 4% in '86," Vol. 87, No. 1, January 1987, pp. 114-117, 121, 123; and "San Francisco Hospitals Still Pay Top Rates," Vol. 85, No. 12, December 1985, p. 1402.

Table 5.9. Salaries of Licensed Practical and Vocational Nurses in Hospitals and Medical Schools in the United States, by Type of Institution, August 1985 and 1986

Year and type of institution	*Lowest*	*Highest*	*Midpoint*	*Average*
Starting monthly salary[1]				
Institutions combined, 1986	*$ 815*	*$1,978*	*$1,194*	*$1,219*
Hospitals	920	1,978	1,199	1,226
Medical schools	1,021	1,593	1,152	1,198
Medical centers	815	1,829	1,128	1,218
Institutions combined, 1985	*815*	*1,704*	*1,146*	*1,160*
Hospitals	891	1,704	1,153	1,173
Medical schools	902	1,532	1,140	1,147
Medical centers	815	1,690	1,128	1,150
Maximum monthly salary[2]				
Institutions combined, 1986	*1,155*	*2,382*	*1,619*	*1,631*
Hospitals	1,231	2,151	1,659	1,642
Medical schools	1,155	1,829	1,485	1,518
Medical centers	1,286	2,382	1,605	1,666
Institutions combined, 1985	*1,210*	*2,305*	*1,558*	*1,567*
Hospitals	1,210	2,044	1,559	1,595
Medical schools	1,220	1,763	1,430	1,456
Medical centers	1,238	2,305	1,569	1,574

[1] Salaries normally paid in order to fill vacancies in a particular job class.
[2] Highest reported salaries actually paid to employees in a particular job class.

SOURCE: University of Texas Medical Branch at Galveston, *1986 National Survey of Hospital and Medical School Salaries*, and previous year.

Table 5.10.–Number of Licensed Practical and Vocational Nurses and Average Hourly Earnings[1] in Non-federal Hospitals, by Metropolitan Area,[2] August 1985

Metropolitan area	*Full time*		*Part time*[3]	
	Number	*Average hourly earnings*	*Number*	*Average hourly earnings*
Atlanta, Ga.[4]	405	$ 7.20	118	$ 6.80
Baltimore, Md.	1,522	8.64	439	8.24
Boston, Mass.	1,382	9.16	1,538	8.92
Buffalo/Niagara Falls, N.Y.	927	7.68	530	7.43
Chicago, Ill.	2,713	8.80	636	8.67
Cleveland, Ohio	1,838	8.93	711	8.67
Dallas/Fort Worth, Texas	1,998	7.53	601	7.19
Denver/Boulder, Colo.	599	9.01	341	9.10
Detroit, Mich.	2,683	9.39	1,199	9.25
Houston, Texas	2,509	8.08	441	7.64
Kansas City, Mo./Kan.	1,188	8.10	539	8.13
Los Angeles/Long Beach, Calif.	4,477	9.62	1,194	9.85
Miami/Hialeah, Fla.[4]	496	8.50	83	8.57
Milwaukee, Wis.[4]	322	8.40	522	8.45
Minneapolis/St. Paul, Minn./Wis.	472	8.96	590	8.27
New York, N.Y.	4,829	9.82	765	8.69
Oakland, Calif.	620	10.79	605	10.77
Philadelphia, Pa./N.J.	3,548	8.73	1,267	8.53
Portland, Ore.[4]	180	8.91	284	9.06
St. Louis, Mo./Ill.	2,028	8.51	418	8.16
San Francisco, Calif.	563	10.80	425	10.76
Seattle, Wash.	308	8.33	333	8.25
Washington, D.C./Md./Va.[4]	938	8.87	272	8.45

[1] Excludes premium pay for overtime and work on weekends, holidays, and late shifts.

[2] Standard metropolitan statistical areas as defined by U.S. Office of Management and Budget. All metropolitan areas consist of one or more counties.

[3] Part-time employees are those working a schedule regularly calling for fewer weekly hours than those of full-time employees.

[4] Data were available for private hospitals only.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Industry Wage Survey: Hospitals, August 1985.*

Table 5.11. Number of Nurses' Aides and Average Hourly Earnings[1] in Non-federal Hospitals, by Metropolitan Area,[2] August 1985

	Full time		Part time[3]	
Metropolitan area	*Number*	*Average hourly earnings*	*Number*	*Average hourly earnings*
Atlanta, Ga.[4]	839	$5.62	223	$4.93
Baltimore, Md.	2,412	6.53	703	6.02
Boston, Mass.	2,889	6.70	1,564	6.32
Buffalo/Niagara Falls, N.Y.	1,488	6.09	1,063	5.55
Chicago, Ill.	3,922	7.06	933	6.96
Cleveland, Ohio	998	7.17	267	6.64
Dallas/Fort Worth, Texas	976	5.43	154	5.42
Denver/Boulder, Colo.	537	7.11	140	6.90
Detroit, Mich.	2,467	7.06	1,000	6.80
Houston, Texas	1,324	5.79	194	5.09
Kansas City, Mo./Kan.	1,040	5.72	533	5.36
Los Angeles/Long Beach, Calif.	3,282	7.09	336	6.95
Miami/Hialeah, Fla.[4]	1,021	6.38	151	5.89
Milwaukee, Wis.[4]	321	6.83	460	6.89
Minneapolis/St. Paul, Minn./Wis.	565	7.01	662	6.69
New York, N.Y.	14,020	8.70	1,117	7.54
Oakland, Calif.	625	9.50	326	9.37
Philadelphia, Pa./N.J.	2,754	7.64	911	7.19
Portland, Ore.[4]	154	7.24	139	7.27
St. Louis, Mo./Ill.	1,842	6.47	446	5.68
San Francisco, Calif.	992	9.76	563	9.76
Seattle, Wash.	173	7.26	137	7.07
Washington, D.C./Md./Va.[4]	945	7.21	441	5.98

[1] Excludes premium pay for overtime and work on weekends, holidays, and late shifts.

[2] Standard metropolitan statistical areas as defined by U.S. Office of Management and Budget. All metropolitan areas consist of one or more counties.

[3] Part-time employees are those working a schedule regularly calling for fewer weekly hours than those of full-time employees.

[4] Data were available for private hospitals only.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Industry Wage Survey: Hospitals, August 1985.*

Nursing homes

Nursing homes are the second-largest employers of registered nurses and licensed practical and vocational nurses. The Bureau of Labor Statistics, in its industry wage survey, collects hourly wages and fringe benefit data for nurses in these institutions. In Table 5.15, the hourly wages of registered nurses are presented for general duty and head nurse positions in nursing homes. The same data are presented for licensed practical and vocational nurses in Table 5.16.

The hourly wage for nurses working in nursing homes was highest in New York City for both registered nurses and licensed practical and vocational nurses. The difference between the hourly wage of the registered nurse and that of the licensed practical or vocational nurse ranged from a high of $3.32 in Oakland, California, to a low of $1.32 in Boston.

Table 5.17 provides the hourly wage for nurses' aides working in nursing homes. Again, the highest hourly wage was in New York City; the lowest was in Houston. The difference between the hourly wage of the licensed practical or vocational nurse and the nurses' aide ranged from a high of $3.99 in Los Angeles to a low of $1.54 in Buffalo.

Fringe benefits for employees of nursing homes were not as extensive as those for hospital employees. The percentage of employees with each type of insurance plan was lower and very few employees received long-term disability coverage. Information on the insurance coverage of nursing home employees is presented in Table 5.18.

Vacation benefits provided to employees of nursing homes are described in Table 5.19. New York City again had considerably more generous vacation benefits than any of the other metropolitan regions in this table. Eighty-nine percent of nursing home employees in New York City received three or more weeks of vacation after only one year of service. Typically, employees received between one and two weeks of vacation after one year of service. This increased to three to four weeks after five years and to four or more weeks only after 20 years.

Paid holidays for nursing home employees are shown in Table 5.20. Employees in the metropolitan areas of the Northeast were entitled to the largest number of paid holidays, eight to eleven days being most common. In the three other regions of the country, the number of paid holidays was six or seven days. Nursing home employees therefore consistently received fewer paid holidays than hospital employees.

Table 5.12. Percentage of Employees with Insurance and Retirement Provisions[1] for Full-time Professional and Technical Employees[2] in Non-federal Hospitals, by Metropolitan Area,[3] August 1985

Region and metropolitan area	Type of insurance plan										Retirement plan
	Life	Accidental death and dismemberment	Sickness and accident[4]	Hospitalization	Surgical	Medical	Major medical	Health maintenance organization	Dental	Long-term disability	
Northeast											
Boston, Mass.	100	81	100	100	100	100	100	81	59	70	100
Buffalo/Niagara Falls, N.Y.	100	85	100	100	100	100	100	89	42	4	100
New York, N.Y.	100	98	100	100	100	100	100	32	98	34	99
Philadelphia, Pa./N.J.	100	92	100	100	100	100	100	67	99	73	99
South											
Atlanta, Ga.	100	69	100	100	100	100	100	27	38	44	95
Baltimore, Md.	96	74	100	100	100	100	100	51	84	55	100
Dallas/Fort Worth, Texas	100	88	100	100	100	100	100	8	59	16	79
Houston, Texas	100	83	100	100	100	100	100	43	91	52	95
Miami/Hialeah, Fla.	100	85	100	100	100	100	100	14	82	32	81
Washington, D.C./Md./Va.	100	87	100	100	100	100	100	84	53	80	100
North Central											
Chicago, Ill.	100	81	100	100	100	100	100	54	51	65	99
Cleveland, Ohio	100	100	100	100	100	100	86	91	97	66	100
Detroit, Mich.	100	83	100	100	100	100	92	86	93	26	98
Kansas City, Mo./Kan.	100	94	100	100	100	100	100	65	64	45	95
Milwaukee, Wis.	100	79	100	100	100	100	100	81	83	51	99
Minneapolis/St. Paul, Minn./Wis.	100	48	100	92	92	92	92	97	91	70	99
St. Louis, Mo./Ill.	99	83	100	100	100	100	99	64	84	46	94
West											
Denver/Boulder, Colo.	93	89	100	100	100	100	100	73	100	66	96
Los Angeles/Long Beach, Calif.	96	69	100	100	100	100	100	52	98	23	89
Oakland, Calif.	91	88	100	100	100	100	100	47	100	10	100
Portland, Ore.	100	100	100	100	100	100	100	48	99	71	100
San Francisco, Calif.	84	73	100	100	100	100	100	42	84	9	99
Seattle, Wash.	100	98	92	100	100	100	100	67	92	21	100

[1] Includes only plans for which at least part of the cost was borne by the employer. Legally required plans, such as workers' disability compensation and Social Security, are excluded.
[2] Includes registered nurses, licensed practical and vocational nurses, dietitians, therapists, and other medical professional and technical occupations.
[3] Standard metropolitan statistical areas as defined by U.S. Office of Management and Budget. All metropolitan areas consist of one or more counties.
[4] Includes sickness and accident insurance or sick leave or both.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Industry Wage Survey: Hospitals, August 1985.*

Table 5.13. Percentage of Employees with Paid Vacation Provisions[1] for Full-time Professional and Technical Employees[2] in Non-federal Hospitals, by Metropolitan Area,[3] August 1985

	Amount of vacation												
	Weeks after one year of service				*Weeks after five years of service*			*Weeks after ten years of service*			*Weeks after 25 years of service*[4]		
Region and metropolitan area	*At least 1 but less than 2*	*At least 2 but less than 3*	*At least 3 but less than 4*	*4 or more*	*At least 2 but less than 3*	*At least 3 but less than 4*	*4 or more*	*At least 3 but less than 4*	*At least 4 but less than 5*	*5 or more*	*At least 3 but less than 4*	*At least 4 but less than 5*	*5 or more*
Northeast													
Boston, Mass.	...	23	77	...	7	52	40	15	85	...	7	34	58
Buffalo/Niagara Falls, N.Y.	...	100	...	...	...	38	62	...	100	...	...	25	75
New York, N.Y.	...	6	1	93	...	6	93	...	23	77	...	23	78
Philadelphia, Pa./N.J.	...	32	53	15	1	62	37	27	72	(5)	...	87	13
South													
Atlanta, Ga.	34	62	...	3	36	62	3	86	11	3	33	64	3
Baltimore, Md.	...	50	49	...	4	55	42	15	76	9	3	51	46
Dallas/Fort Worth, Texas	...	100	...	...	12	86	2	88	11	...	55	44	...
Houston, Texas	...	56	44	...	3	92	5	32	68	...	6	89	5
Miami/Hialeah, Fla.	...	46	54	...	8	77	15	22	73	5	14	81	5
Washington, D.C./Md./Va.	2	69	29	...	3	71	25	29	60	10	10	44	44
North Central													
Chicago, Ill.	...	28	63	8	(5)	53	48	6	78	15	...	45	55
Cleveland, Ohio	...	25	75	...	8	53	38	22	52	26	...	32	67
Detroit, Mich.	...	93	6	...	5	93	2	19	79	2	(5)	90	11
Kansas City, Mo./Kan.	1	86	13	...	18	70	12	84	11	1	1	84	12
Milwaukee, Wis.	...	95	6	...	...	95	6	13	87	...	(5)	39	61
Minneapolis/St. Paul, Minn./Wis.	1	84	16	...	1	31	68	11	74	16	...	81	19
St. Louis, Mo./Ill.	2	58	40	...	12	74	12	62	36	...	10	80	11
West													
Denver/Boulder, Colo.	...	89	7	...	14	79	7	73	27	...	35	65	...
Los Angeles/Long Beach, Calif.	...	95	5	...	2	96	1	26	75	...	...	71	28
Oakland, Calif.	...	100	...	...	...	16	84	7	26	67	...	9	91
Portland, Ore.	...	100	...	...	13	87	...	13	87	...	...	100	...
San Francisco, Calif.	...	100	...	...	8	20	71	26	4	70	...	28	71
Seattle, Wash.	4	96	...	...	3	87	9	48	42	9	...	90	10

[1] Vacation payments such as percentage of annual earnings were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, the changes in provisions indicated at 25 years may include changes made as many as 12 years earlier. The source contains additional and more precise breakdowns.

[2] Includes registered nurses, licensed practical and vocational nurses, dietitians, therapists, and other medical professional and technical occupations.

[3] Standard metropolitan statistical areas as defined by U.S. Office of Management and Budget. All metropolitan areas consist of one or more counties.

[4] For the majority of metropolitan areas, vacation provisions were virtually the same after longer periods of service.

[5] Less than 0.5 percent.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Industry Wage Survey: Hospitals. August 1985.*

Table 5.14. Percentage of Employees with Paid Holiday Provisions[1] for Full-time Professional and Technical Employees[2] in Non-federal Hospitals, by Metropolitan Area,[3] August 1985

Region and metropolitan area	Employees with paid holidays	Number of holidays							
		6 days or less	7 days	8 days	9 days	10 days	11 days	12 days	13 days or more
Northeast									
Boston, Mass.	100	...	...	5	...	20	56	8	10
Buffalo/Niagara Falls, N.Y.	100	...	...	...	4	15	19	54	9
New York, N.Y.	100	1	(4)	25	6	5	...	59	4
Philadelphia, Pa./N.J.	100	19	42	8	8	15	2	...	6
South									
Atlanta, Ga.	100	39	38	...	...	1	23	...	...
Baltimore, Md.	100	10	24	9	16	32	...	...	8
Dallas/Fort Worth, Texas	100	5	55	26	12	...	...	...	2
Houston, Texas	100	12	6	47	21	14	...	...	...
Miami/Hialeah, Fla.	100	...	16	64	19	...	...	1	...
Washington, D.C./Md./Va.	100	...	10	11	27	52	...	...	...
North Central									
Chicago, Ill.	100	27	19	9	31	3	9	2	...
Cleveland, Ohio	100	2	...	...	46	45	3	4	...
Detroit, Mich.	100	19	14	11	40	5	1	3	7
Kansas City, Mo./Kan.	100	7	34	33	25	...	2	...	...
Milwaukee, Wis.	100	60	6	30	4	...	...	...	...
Minneapolis/St. Paul, Minn./Wis.	100	...	1	4	64	26	5	...	...
St. Louis, Mo./Ill.	100	8	...	50	31	9	...	3	...
West									
Denver/Boulder, Colo.	100	41	25	5	16	...	14	...	...
Los Angeles/Long Beach, Calif.	100	1	...	40	18	4	19	18	...
Oakland, Calif.	100	...	...	...	...	84	...	...	16
Portland, Ore.	100	12	...	17	70	...	...	...	...
San Francisco, Calif.	100	...	...	...	4	70	8	...	18
Seattle, Wash.	100	...	...	75	6	...	19	...	...

[1] Table presentation limited to full-day paid holidays; however, holiday provisions may include one or more half-day paid holidays. Percentages may not add to totals.
[2] Includes registered nurses, licensed practical and vocational nurses, dietitians, therapists, and other medical professional and technical occupations.
[3] Standard metropolitan statistical areas as defined by U.S. Office of Management and Budget. All metropolitan areas consist of one or more counties.
[4] Less than 0.5 percent.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Industry Wage Survey: Hospitals, August 1985.*

Table 5.16. Number of Licensed Practical/Vocational Nurses and Average Hourly Earnings[1] in Non-government Nursing and Personal Care Facilities, by Metropolitan Area,[2] September 1985

	Total		*Full time*		*Part time*[3]	
Metropolitan area	*Number*	*Average hourly earnings*	*Number*	*Average hourly earnings*	*Number*	*Average hourly earnings*
Atlanta, Ga.	959	$ 6.20	717	$ 6.20	242	$ 6.22
Baltimore, Md.	873	7.39	495	7.50	378	7.26
Boston, Mass.	1,734	8.31	827	8.51	907	8.12
Buffalo/Niagara Falls, N.Y.	768	6.17	425	6.31	343	5.99
Chicago, Ill.	1,331	7.17	1,031	7.18	300	7.16
Cleveland, Ohio	1,123	7.44	733	7.58	390	7.17
Dallas/Fort Worth, Texas	1,586	7.34	1,380	7.38	206	7.09
Denver/Boulder, Colo.	756	7.47	511	7.54	245	7.31
Detroit, Mich.	1,760	7.15	1,037	7.20	723	7.08
Houston, Texas	719	7.14	666	7.14	53	7.18
Kansas City, Mo./Kan.	709	7.22	543	7.20	166	7.29
Los Angeles/ Long Beach, Calif.	2,784	8.48	2,024	8.50	760	8.44
Miami/Hialeah, Fla.	368	7.72	321	7.71	47	7.81
Milwaukee, Wis.	1,104	7.98	431	7.95	673	8.00
Minneapolis/St. Paul, Minn.	1,435	8.52	519	8.66	916	8.44
New York, N.Y.	3,874	10.89	2,896	10.92	978	10.81
Oakland, Calif.	896	8.79	606	8.86	290	8.65
Philadelphia, Pa./N.J.	1,991	8.10	1,106	8.23	885	7.95
St. Louis, Mo./Ill.	1,213	6.70	858	6.79	355	6.48
San Francisco, Calif.	402	8.74	272	8.79	130	8.62
Seattle, Wash.	695	7.41	399	7.58	296	7.19
Washington, D.C./Md./Va.	866	8.26	556	8.34	310	8.12

[1] Excludes premium pay for overtime and work on weekends, holidays, and late shifts.

[2] Standard metropolitan statistical area as defined by U.S. Office of Management and Budget. All metropolitan areas consist of one or more counties.

[3] Part-time employees are those working a schedule regularly calling for fewer weekly hours than those of full-time employees.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Industry Wage Survey: Nursing and Personal Care Facilities, September 1985.*

Table 5.17. Number of Nurses' Aides and Average Hourly Earnings[1] in Non-government Nursing and Personal Care Facilities, by Metropolitan Area,[2] September 1985

	Total		Full time		Part time[3]	
Metropolitan area	*Number*	*Average hourly earnings*	*Number*	*Average hourly earnings*	*Number*	*Average hourly earnings*
Atlanta, Ga.	3,076	$3.83	2,642	$3.85	434	$3.70
Baltimore, Md.	4,209	4.44	2,775	4.56	1,434	4.20
Boston, Mass.	7,654	5.27	4,452	5.36	3,202	5.14
Buffalo/Niagara Falls, N.Y.	2,544	4.61	1,481	4.77	1,063	4.39
Chicago, Ill.	7,536	4.42	5,996	4.43	1,540	4.39
Cleveland, Ohio	4,044	4.37	2,821	4.52	1,223	4.02
Dallas/Fort Worth, Texas	4,507	3.83	4,115	3.85	392	3.64
Denver/Boulder, Colo.	2,583	4.18	2,024	4.19	559	4.15
Detroit, Mich.	8,184	3.94	6,180	4.01	2,004	3.74
Houston, Texas	2,164	3.64	1,958	3.65	206	3.50
Kansas City, Mo./Kan.	3,731	4.11	3,002	4.10	729	4.15
Los Angeles/Long Beach, Calif.	9,756	4.48	8,417	4.51	1,339	4.28
Miami/Hialeah, Fla.	1,736	4.69	1,626	4.70	110	4.51
Milwaukee, Wis.	4,605	4.92	2,137	5.04	2,468	4.81
Minneapolis/St. Paul, Minn.	7,361	6.07	2,671	6.37	4,690	5.90
New York, N.Y.	15,028	8.80	11,576	8.87	3,452	8.56
Oakland, Calif.	3,330	5.21	2,576	5.30	754	4.89
Philadelphia, Pa./N.J.	9,566	4.85	6,207	4.98	3,359	4.61
St. Louis, Mo./Ill.	5,710	4.03	4,544	4.08	1,166	3.84
San Francisco, Calif.	1,896	5.17	1,454	5.21	442	5.04
Seattle, Wash.	3,938	4.66	2,489	4.68	1,449	4.62
Washington, D.C./Md./Va.	4,228	4.61	2,999	4.68	1,229	4.45

[1] Excludes premium pay for overtime and work on weekends, holidays, and late shifts.

[2] Standard metropolitan statistical areas as defined by U.S. Office of Management and Budget. All metropolitan areas consist of one or more counties.

[3] Part-time employees are those working a schedule regularly calling for fewer weekly hours than those of full-time employees.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Industry Wage Survey: Nursing and Personal Care Facilities, September 1985.*

Health maintenance organizations

Salaries for directors of nursing, nurse practitioners, and nurse-midwives in health maintenance organizations (HMOs) are given in Table 5.21. The 1986 HMO executive salary survey did not collect data on staff nurses or on any other registered nurse positions. Salaries increased steadily for the three positions in the period 1982 to 1986. At the same time, the number of HMOs included in the survey also increased.

Regional salaries are given for the same positions in Table 5.22. The average annual salary of director of nursing was highest in the Northeast in 1986 but was nearly the same in 1985 in the Northeast and the Southwest/Far West. Nurse practitioner salaries were similar in the Northeast and the Southwest/Far West and similar but lower in the Southeast and the Midwest. This was true for both 1985 and 1986. The number of nurse-midwives and HMOs employing midwives was very small, making meaningful comparisons of these regional salary statistics impractical.

The small number of HMO plans included in each membership size category, given in Table 5.23, limits the usefulness of these data. The general trend, however, was that the larger the membership in a plan, the higher the salaries. Plans with more than 100,000 members paid the largest salaries in most cases.

Table 5.21. Maximum, Mean, and Minimum Salaries for Registered Nurses, by Type of Position in Health Maintenance Orgapizations, January 1982–86

Type of position	*1986*	*1985*	*1984*	*1983*	*1982*
Director of nursing					
Number of agencies	37	34	33	22	(1)
Mean of agencies	$32,330	$31,363	$30,030	$28,920	(1)
Nurse practitioner[2]					
Number of agencies	43	40	47	41	37
Mean of agency maximums	31,364	30,480	29,398	26,704	26,290
Mean of agency means	28,837	27,664	(1)	(1)	(1)
Mean of agency minimums	25,802	24,416	22,858	20,826	19,031
Nurse-midwife					
Number of agencies	11	10	11	6	10
Mean of agency maximums	34,453	31,668	29,654	27,777	28,361
Mean of agency means	31,926	27,938	(1)	(1)	(1)
Mean of agency minimums	29,143	26,095	25,178	22,840	18,491

[1] Information not available.

[2] Includes physicians' assistants for 1982 through 1984.

SOURCE: Henry W. Warren and Associates, Inc., *The HMO Executive Salary Survey*, March 1986 and previous years, 3218 Fawnridge Court, Rockford, Ill. 61111.

Table 5.22. Mean Annual Salary of Registered Nurses in Health Maintenance Organizations, by Type of Position and Region,[1] January 1985 and 1986

	1986			*1985*		
Type of position and region	*Number of plans*	*Number of persons*	*Mean annual salary*	*Number of plans*	*Number of persons*	*Mean annual salary*
Director of nursing	*37*	*(2)*	*$32,330*	*34*	*(2)*	*$31,363*
Northeast	14	(2)	36,598	13	(2)	33,856
Southeast	7	(2)	24,255	3	(2)	21,937
Midwest	11	(2)	32,259	15	(2)	30,514
Southwest/Far West	5	(2)	31,843	3	(2)	34,230
Nurse practitioner	*43*	*347*	*28,837*	*40*	*346*	*27,664*
Northeast	17	231	29,755	15	195	28,975
Southeast	6	10	26,362	3	8	22,931
Midwest	14	79	27,724	17	98	26,934
Southwest/Far West	6	27	31,309	5	45	28,760
Nurse-midwife	*11*	*46*	*31,926*	*10*	*39*	*27,938*
Northeast	8	35	32,039	7	32	29,057
Southeast	...	...	...	1	2	15,550
Midwest	1	5	28,500	1	4	25,135
Southwest/Far West	2	6	33,189	1	(3)	(3)

[1] States in each region are as follows: *Northeast*—Connecticut, Delaware, District of Columbia, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, West Virginia; *Southeast*—Alabama, Florida, Georgia, Kentucky, Louisiana, North Carolina, South Carolina, Tennessee, Virginia; *Midwest*—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, Wisconsin; *Southwest and Far West*—Arizona, California, Colorado, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, Washington.

[2] Information not available.

[3] Insufficient number of cases to compute mean.

SOURCE: Henry W. Warren and Associates, Inc., *The HMO Executive Salary Survey*, March 1986 and previous year, 3218 Fawnridge Court, Rockford, Ill. 61111.

Table 5.23. Mean Annual Salary of Registered Nurses in Health Maintenance Organizations, by Size of Membership in Plan, January 1985 and 1986

Type of position and size of membership in plan	*1986*			*1985*		
	Number of plans	*Number of persons*	*Mean annual salary*	*Number of plans*	*Number of persons*	*Mean annual salary*
Director of nursing	*37*	*(1)*	*$32,330*	*34*	*(1)*	*$31,363*
Under 15,000	5	(1)	26,501	4	(1)	28,090
15,000 to 25,000	9	(1)	29,843	8	(1)	29,818
25,000 to 50,000	14	(1)	28,972	10	(1)	27,505
50,000 to 100,000	4	(1)	36,365	9	(1)	31,150
More than 100,000	5	(1)	48,814	3	(1)	53,346
Nurse practitioner	*43*	*347*	*28,837*	*40*	*346*	*27,664*
Under 15,000	2	9	19,345	1	2	27,439
15,000 to 25,000	10	63	29,077	8	31	28,282
25,000 to 50,000	17	81	29,202	19	89	26,815
50,000 to 100,000	8	53	29,033	8	95	27,577
More than 100,000	6	141	30,307	4	129	30,646
Nurse-midwife	*11*	*46*	*31,926*	*10*	*39*	*27,938*
Under 15,000	...	...	...	...	...	...
15,000 to 25,000	1	2	36,560	3	5	27,031
25,000 to 50,000	5	13	31,579	3	7	31,397
50,000 to 100,000	4	14	30,290	3	10	25,000
More than 100,000	1	17	35,570	1	17	29,096

[1] Information not available.

SOURCE: Henry W. Warren and Associates, Inc., *The HMO Executive Salary Survey*, March 1986 and previous year, 3218 Fawnridge Court, Rockford, Ill. 61111.

Table 5.15. Number of Registered Nurses and Average Hourly Earnings[1] in Non-government Nursing and Personal Care Facilities, by Full-time and Part-time Status and Metropolitan Area,[2] September 1985

Metropolitan area	General duty nurse						Head nurse					
	Total		Full time		Part time[3]		Total		Full time		Part time[3]	
	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings	Number	Average hourly earnings
Atlanta, Ga.	261	$ 9.13	136	$ 9.25	125	$ 8.99	71	$11.19	64	$11.07	...	...
Baltimore, Md.	519	8.99	218	9.18	301	8.84	101	10.52	83	10.76	...	...
Boston, Mass.	1,485	9.70	709	9.83	776	9.59	258	11.20	175	11.53	83	$10.52
Buffalo/Niagara Falls, N.Y.	344	8.17	144	8.33	200	8.06	180	9.01	114	9.18	66	8.70
Chicago, Ill.	2,020	8.86	1,276	8.84	744	8.88	202	10.09	174	10.25	28	9.11
Cleveland, Ohio	550	9.55	325	9.62	225	9.45	117	11.03	105	11.06	12	10.78
Dallas/Fort Worth, Texas	302	9.29	200	9.47	102	8.95	101	12.24	100	12.22	...	...
Denver/Boulder, Colo.	613	9.40	354	9.45	259	9.33	49	10.75	41	11.07	...	...
Detroit, Mich.	780	8.76	292	8.83	488	8.72	107	8.85	55	9.41	...	...
Houston, Texas	105	9.46	74	9.33	31	9.79	40	11.26	40	11.26	...	...
Kansas City, Mo./Kan.	279	10.09	182	10.04	97	10.18	61	12.59	61	12.59	...	...
Los Angeles/Long Beach, Calif.	973	11.62	544	11.61	429	11.64	315	14.33	279	14.58	36	12.32
Miami/Hialeah, Fla.	302	9.23	260	9.25	42	9.11	48	11.75	48	11.75	...	...
Milwaukee, Wis.	784	9.98	259	9.90	525	10.01	180	11.40	115	11.42	65	11.36
Minneapolis/St. Paul, Minn./Wis.	1,577	10.47	483	10.60	1,094	10.42	186	11.67	140	11.66	46	11.71
New York, N.Y.	2,691	13.20	1,635	13.15	1,056	13.27	825	14.24	682	14.27	143	14.09
Oakland, Calif.	446	11.88	208	12.18	238	11.62	107	13.77	107	13.77	...	...
Philadelphia, Pa./N.J.	1,887	10.20	818	10.27	1,069	10.16	314	12.07	289	12.08	25	11.85
St. Louis, Mo./Ill.	723	8.96	373	9.09	350	8.81	117	11.00	117	11.00	...	...
San Francisco, Calif.	388	11.01	210	11.02	178	10.99	63	13.15	59	13.22	...	...
Seattle, Wash.	826	9.59	454	9.67	372	9.50	112	11.42	96	11.43	...	...
Washington, D.C./Md./Va.	792	10.50	390	10.74	402	10.28	201	10.78	139	11.32	...	...

[1] Excludes premium pay for overtime and work on weekends, holidays, and late shifts.
[2] Standard metropolitan statistical areas as defined by U.S. Office of Management and Budget. All metropolitan areas consist of one or more counties.
[3] Part-time employees are those working a schedule regularly calling for fewer weekly hours than those of full-time employees.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Industry Wage Survey: Nursing and Personal Care Facilities, September 1985.*

Table 5.18. Percentage of Employees with Insurance and Retirement Provisions[1] for Full-time Professional and Technical Employees[2] in Non-government Nursing and Personal-Care Facilities, by Metropolitan Area,[3] September 1985

Region and metropolitan area	*Type of insurance plan*										*Retirement plan*
	Life	*Accidental death and dismemberment*	*Sickness and accident*[4]	*Hospitalization*	*Surgical*	*Medical*	*Major medical*	*Health maintenance organization*	*Dental*	*Long-term disability*	
Northeast											
Boston Mass.	75	75	96	95	95	95	95	55	39	2	19
Buffalo/Niagara Falls, N.Y.	77	53	100	98	98	98	85	40	19	. . .	70
New York, N.Y.	100	96	100	100	100	100	100	25	97	18	89
Philadelphia, Pa./N.J.	90	64	96	95	95	95	93	42	21	10	48
South											
Atlanta, Ga.	84	70	85	98	98	98	96	25	31	10	25
Baltimore, Md.	86	86	99	98	98	98	98	38	31	8	26
Dallas/Fort Worth, Texas	74	53	52	77	77	77	77	. . .	24	1	14
Houston, Texas	86	72	72	86	86	86	86	. . .	51	32	22
Miami/Hialeah, Fla.	93	88	100	65	65	65	65	23	3	9	32
Washington, D.C./Md./Va.	66	64	91	100	100	100	100	27	43	6	27
North Central											
Chicago, Ill.	81	73	92	91	91	91	91	22	32	12	10
Cleveland, Ohio	74	67	93	90	90	90	91	65	15	. . .	39
Detroit, Mich.	84	76	91	75	75	75	63	33	9	4	10
Kansas City, Mo./Kan.	57	39	82	62	62	62	62	27	36	2	17
Milwaukee, Wis.	75	65	94	99	99	99	99	76	43	5	60
Minneapolis/St. Paul, Minn./Wis.	75	46	97	96	96	96	96	48	33	10	39
St. Louis, Mo./Ill.	72	63	81	76	76	76	76	16	35	9	19
West											
Denver/Boulder, Colo.	45	32	50	57	57	57	55	23	7	6	3
Los Angeles/Long Beach, Calif.	55	34	81	55	55	55	55	56	39	. . .	5
Oakland, Calif.	51	37	94	60	60	60	60	92	67	6	12
San Francisco, Calif.	62	51	98	82	82	82	82	83	87	11	13
Seattle, Wash.	54	50	83	96	96	96	96	39	39	4	5

[1] Includes only plans for which at least part of the cost was borne by the employer. Legally required plans, such as workers' disability compensation and Social Security, are excluded.

[2] Includes registered nurses, licensed practical and vocational nurses, dietitians, physical therapists, occupational therapists, and activities directors.

[3] Standard metropolitan statistical areas as defined by U.S. Office of Management and Budget. All metropolitan areas consist of one or more counties.

[4] Includes sickness and accident insurance and/or sick leave.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Industry Wage Survey: Nursing and Personal Care Facilities, September 1985.*

Table 5.19. Percentage of Employees with Paid Vacation Provisions[1] for Full-time Professional and Technical Employees[2] in Non-government Nursing and Personal Care Facilities, by Metropolitan Area,[3] September 1985

	Amount of vacation												
	Weeks after one year of service			*Weeks after five years of service*			*Weeks after ten years of service*			*Weeks after twenty years of service*[4]			
Region and metropolitan area	*At least 1 but less than 2*	*At least 2 but less than 3*	*3 or more*	*At least 2 but less than 3*	*At least 3 but less than 4*	*4 or more*	*At least 2 but less than 3*	*At least 3 but less than 4*	*4 or more*	*At least 2 but less than 3*	*At least 3 but less than 4*	*At least 4 but less than 5*	*5 or more*
Northeast													
Boston, Mass.	29	66	5	14	72	14	8	26	66	8	19	61	12
Buffalo/Niagara Falls, N.Y.	21	79	...	15	78	7	3	24	75	3	12	64	21
New York, N.Y.	...	10	89	...	2	97	...	1	99	...	1	28	71
Philadelphia, Pa./N.J.	21	64	14	29	57	13	6	40	54	5	14	76	4
South													
Atlanta, Ga.	62	33	...	52	43	1	46	26	24	46	21	25	4
Baltimore, Md.	15	62	22	18	62	17	11	43	47	11	31	40	18
Dallas/Fort Worth, Texas	36	59	5	39	52	5	26	64	8	23	46	24	5
Houston, Texas	27	71	...	63	34	...	46	43	9	45	35	18	...
Miami/Hialeah, Fla.	37	55	8	16	75	8	6	45	49	6	40	53	...
Washington, D.C./Md./Va.	14	74	12	23	63	13	5	48	48	3	42	43	12
North Central													
Chicago, Ill.	47	50	3	6	79	14	7	16	77	4	18	79	...
Cleveland, Ohio	51	48	...	49	48	3	10	53	37	8	37	53	3
Detroit, Mich.	53	46	...	25	68	5	13	48	39	13	32	50	6
Kansas City, Mo./Kan.	62	35	2	43	53	2	27	57	14	27	47	22	2
Milwaukee, Wis.	19	81	...	5	90	5	...	24	76	...	8	67	25
Minneapolis/St. Paul, Minn./Wis.	30	66	5	30	69	1	1	44	56	1	18	75	6
St. Louis, Mo./Ill.	50	45	4	37	62	...	14	75	11	14	58	26	2
West													
Denver/Boulder, Colo.	40	60	...	35	49	16	8	38	53	7	36	52	4
Los Angeles/Long Beach, Calif.	73	27	...	31	66	...	20	51	29	18	45	35	2
Oakland, Calif.	64	29	7	6	86	7	6	16	80	6	16	55	25
San Francisco, Calif.	34	64	...	10	88	...	...	13	86	...	13	40	45
Seattle, Wash.	45	55	...	32	63	...	9	51	40	5	33	58	4

[1] Vacation payments such as percentage of annual earnings were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, the changes in provisions indicated at 10 years may include changes that occurred between 5 and 10 years.

[2] Includes registered nurses, licensed practical and vocational nurses, dietitians, physical therapists, occupational therapists, and activities directors.

[3] Standard metropolitan statistical areas as defined by U.S. Office of Management and Budget. All metropolitan areas consist of one or more counties.

[4] For the majority of metropolitan areas, vacation periods were virtually the same after longer periods of time.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Industry Wage Survey: Nursing and Personal Care Facilities, September 1985.*

Table 5.20. Percentage of Employees with Paid Holiday Provisions[1] for Full-time Professional and Technical Employees[2] in Non-government Nursing and Personal Care Facilities, by Metropolitan Area,[3] September 1985

Region and metropolitan area	*Employees with paid holidays*	*Number of holidays*						
		5 days or less	*6 days*	*7 days*	*8 days*	*9 days*	*10 days*	*11 days or more*
Northeast								
Boston, Mass.	100	7	2	2	18	22	35	13
Buffalo/Niagara Falls, N.Y.	100	...	...	7	6	32	26	27
New York, N.Y.	100	...	1	...	9	9	11	71
Philadelphia, Pa./N.J.	100	...	8	16	22	23	12	20
South								
Atlanta, Ga.	92	15	41	22	14	...	...	...
Baltimore, Md.	100	5	11	7	12	32	13	22
Dallas/Fort Worth, Texas	92	31	27	11	23	...	...	...
Houston, Texas	100	5	34	24	32	5	...	...
Miami/Hialeah, Fla.	98	1	...	37	14	45	...	...
Washington, D.C./Md./Va.	96	2	6	48	13	8	21	...
North Central								
Chicago, Ill.	96	...	59	27	8	2	...	...
Cleveland, Ohio	100	...	32	18	16	29	5	...
Detroit, Mich.	96	3	22	30	23	15	3	...
Kansas City, Mo./Kan.	96	6	38	45	7	...	...	...
Milwaukee, Wis.	100	...	47	32	9	5	7	...
Minneapolis/St. Paul, Minn./Wis.	100	1	9	38	45	7	...	...
St. Louis, Mo./Ill.	98	4	26	40	17	8	4	...
West								
Denver/Boulder, Colo.	99	3	41	22	3	...	...	...
Los Angeles/Long Beach, Calif.	100	12	30	37	17	5	...	...
Oakland, Calif.	99	...	3	22	7	27	32	5
San Francisco, Calif.	98	8	...	21	11	19	34	5
Seattle, Wash.	86	5	16	46	11	6	...	...

[1] Table presentation limited to full-day paid holidays; however, holiday provisions may include one or more half-day paid holidays. Percentages may not add to totals.

[2] Includes registered nurses, licensed practical and vocational nurses, dietitians, physical therapists, occupational therapists, and activities directors.

[3] Standard metropolitan statistical areas as defined by U.S. Office of Management and Budget. All metropolitan areas consist of one or more counties.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Industry Wage Survey: Nursing and Personal Care Facilities, September 1985.*

Schools of nursing

Salary data for faculty and administrators in schools of nursing are classified by the type of degree granted by the program. Data for faculty and administrators in programs granting baccalaureate and higher degrees in nursing appear first. They are followed by data for faculty and administrators in associate-degree, diploma, and practical and vocational nursing programs.

The American Association of College of Nursing (AACN) collects faculty salary data from its member schools. The ninth survey of registered nurse faculty employed full time in baccalaureate and graduate programs in colleges and universities was conducted in the fall of 1986. Information in the survey was based on usable salary data from 371 public and private AACN member schools, a 95 percent response rate. Approximately 90 percent of baccalaureate schools are members of this association as are nearly all of the master's and doctoral programs.

Mean annual salaries for faculty are given in Tables 5.24 and 5.25. Since faculty have both calendar-year and academic-year contracts, salaries that were reported by the school as calendar-year positions were decreased by nine-elevenths to make them equivalent to the academic-year figures. The means include all reported salaries, since the academic-year salaries were averaged with converted calendar-year salaries. The means are presented for each faculty rank by region, institutional control, and highest educational preparation.

The expected differences in annual salary among the four levels of faculty were found. The full professor earned the highest salary whether doctorally prepared or not. The other ranks — associate professor, assistant professor, and instructor — received considerably less in all types of schools and in all regions.

Table 5.24 presents these data for the 1986–87 academic year. For faculty not doctorally prepared, regional differences reflected the same pattern seen in previous data sets. Faculty in the North Atlantic and the West had higher salaries than those in the Midwest and the South. This was especially noticeable in full professors' salaries. Regional differences in the three other faculty levels were small. Salaries for doctorally prepared faculty showed that doctoral preparation increased the annual salary of the faculty member at each academic rank and consistently across regions. However, regional differences were much smaller for doctorally prepared faculty than for faculty who did not hold a doctoral degree. The 1985–86 data from this source, presented in Table 5.25, show many of the same patterns noticed in Table 5.24 except that the salaries were $1,000 to $2,000 less than they were in 1986–87.

Salaries for deans of the nursing programs are shown in Table 5.26. Consistently for both of the years reported in this table, deans in university settings, public institutions, and programs offering bachelor's, master's, and doctoral degrees had higher median annual salaries than deans in other types of programs. There were generally no regional differences or differences by highest education among the deans of nursing programs with the exception that deans who were doctorally prepared made consistently more than deans who were not.

Mean annual salaries for faculty and administrators in associate-degree programs are given in Table 5.27 by region, academic rank, highest education, and whether the staff person was paid on a calendar or an academic year. There were no patterns of regional differences in these data. With the exception of assistant/associate administrators, staff in the West and North Atlantic had the highest average academic-year salaries. Salaries generally decreased as rank and highest education decreased. However, exceptions to these trends abounded in that nurses holding other credentials frequently had higher average salaries than those with master's degrees. In some cases, nurses in the West and the South earned average salaries comparable with those in the other regions.

The 1983-84 data on associate-degree nursing programs are presented in Table 5.28. In this table, academic-year salaries were combined with calendar-year salaries by converting the calendar-year salaries to an academic year. The patterns appeared to be a little more consistent in this table. The North Atlantic and the West typically had the highest salaries and the doctorally prepared persons had higher salaries than those holding the two other categories of credentials.

Annual salaries for full-time faculty and administrators in diploma programs are presented in Table 5.29. These salaries, for 1985-86, are listed by overall average and by region. Regional data are provided for calendar-year salaries and only the overall average is given for the academic year. Most faculty and administrators in diploma nursing programs held calendar-year contracts. Too few had academic-year contracts to report regional averages for academic years. In addition, there were very few diploma programs in the West, so no average salaries are reported for that region; these salaries are included in the national averages where appropriate.

There were no discernible patterns in the salaries in this table. In some job categories, master's-prepared candidates received higher salaries than doctorally prepared candidates; the differences among regions were not substantial. Calendar-year salaries should be higher than academic-year salaries. However, this was not shown consistently in the table. An additional factor that affects salaries is the number of years of experience of the individual in the position, which probably accounts for the anomalies apparent in the average salaries in this table.

Data from 1983-84 on salaries for faculty in diploma schools are listed in Table 5.30. The category *highest credential* is different in this table from that in the preceding table; all of faculty with a graduate degree are placed in a single category. In addition, calendar-year and academic-year annual salaries were averaged to provide the numbers in this table. Therefore, regions or positions with more academic-year contracts than calendar-year contracts might be lower than would have been expected had the academic-year figures been converted to calendar-year figures. The one consistent trend in this table is that the higher-ranking positions had consistently higher salaries.

Annual salaries for faculty and administrators in licensed practical and vocational nursing programs are presented in Table 5.31 for 1985-86. Faculty holding graduate degrees received consistently higher salaries than other faculty, although the differences among the ranks of faculty were not as large as were seen in previous tables. In most instances, the differences among regions were quite small.

Table 5.24. Mean Annual Salary[1] of Nursing Faculty in AACN Member Schools, by Highest Education, Academic Rank, Institutional Control, and Region,[2] Academic Year 1986–87

Highest education, academic rank, and institutional control	*United States*	*Region*			
		North Atlantic	*Midwest*	*South*	*West*
Doctorally prepared					
Professor					
Public and private school	*$42,324*	*$43,665*	*$42,107*	*$40,866*	*$44,029*
Public school	42,917	44,613	43,090	41,495	44,390
Secular private school	44,129	43,696	48,244	42,361	...
Religious private school	37,071	40,346	35,119	35,510	40,736
Associate professor					
Public and private school	*34,699*	*34,731*	*35,779*	*34,116*	*34,161*
Public school	35,012	35,850	35,795	34,518	34,432
Secular private school	35,159	34,470	38,038	34,536	(3)
Religious private school	32,506	33,283	33,925	29,637	32,468
Assistant professor					
Public and private school	*30,363*	*30,348*	*30,779*	*30,106*	*30,180*
Public school	30,560	31,450	30,732	30,224	30,233
Secular private school	30,482	30,135	33,162	29,202	29,936
Religious private school	28,772	28,619	28,591	28,958	29,645
Instructor					
Public and private school	*26,562*	*24,342*	*33,057*	*26,923*	*(3)*
Public school	25,875	(3)	...	26,923	(3)
Secular private school	28,311	24,752	33,057	...	...
Religious private school	(3)	(3)	...	...	...
Less than doctorally prepared					
Professor					
Public and private school	*39,989*	*40,112*	*35,189*	*36,790*	*43,386*
Public school	41,266	(3)	36,195	36,790	45,150
Secular private school	40,610	45,110	(3)	...	(3)
Religious private school	33,613	35,984	33,443	...	28,306
Associate professor					
Public and private school	*30,532*	*31,527*	*29,582*	*30,726*	*30,661*
Public school	31,530	33,837	30,900	31,056	32,361
Secular private school	30,576	30,837	30,598	30,040	(3)
Religious private school	27,791	29,414	27,166	28,034	27,361
Assistant professor					
Public and private school	*25,725*	*26,045*	*25,330*	*25,517*	*26,895*
Public school	26,239	27,220	25,952	25,920	27,012
Secular private school	26,306	26,013	27,260	23,154	31,341
Religious private school	23,917	24,365	23,619	23,768	24,368
Instructor					
Public and private school	*22,904*	*22,779*	*23,351*	*22,293*	*23,317*
Public school	22,807	24,562	22,150	22,493	23,510
Secular private school	24,743	22,051	26,969	24,018	22,711
Religious private school	21,154	21,627	20,982	19,241	22,608

[1] Academic year salary.

[2] States in each region are as follows: *North Atlantic*—Connecticut, Delaware, District of Columbia, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; *Midwest*—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; *South*—Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia; *West*—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

[3] Insufficient number of cases to compute mean.

SOURCE: American Association of Colleges of Nursing, *Report on Nursing Faculty Salaries in Colleges and Universities, 1986–1987,* pp. 9–13.

Table 5.25. Mean Annual Salary[1] of Nursing Faculty in AACN Member Schools, by Highest Education, Academic Rank, Institutional Control, and Region,[2] Academic Year 1985–86

		Region			
Highest education, academic rank, and institutional control	*United States*	*North Atlantic*	*Midwest*	*South*	*West*
Doctorally prepared					
Professor					
Public and private school	*$40,579*	*$42,961*	*$40,892*	*$38,969*	*$40,803*
Public school	40,867	44,200	41,652	39,385	41,086
Secular private school	43,657	43,037	51,998	41,914	....
Religious private school	34,754	37,200	33,664	32,430	38,112
Associate professor					
Public and private school	*32,981*	*33,124*	*33,461*	*32,857*	*32,237*
Public school	33,173	33,744	33,418	33,128	32,566
Secular private school	33,680	33,055	38,175	32,968	...
Religious private school	31,135	32,206	31,247	29,816	30,648
Assistant professor					
Public and private school	*28,501*	*28,123*	*28,855*	*28,468*	*28,637*
Public school	28,750	28,963	28,814	28,662	28,642
Secular private school	28,428	27,946	30,645	27,861	29,202
Religious private school	26,812	26,615	26,951	25,933	28,345
Instructor					
Public and private school	*24,332*	*23,987*	*24,912*	*23,010*	*(3)*
Public school	23,639	...	23,472	23,010	(3)
Secular private school	26,254	25,100	(3)	...	...
Religious private school	24,007	22,874	(3)	....	...
Less than doctorally prepared					
Professor					
Public and private school	*37,295*	*37,085*	*32,197*	*35,469*	*41,470*
Public school	38,655	...	33,962	35,262	42,851
Secular private school	40,064	43,085	...	(3)	(3)
Religious private school	29,381	31,086	26,606	...	31,521
Associate professor					
Public and private school	*29,044*	*30,039*	*27,742*	*29,395*	*29,716*
Public school	29,969	31,315	29,249	29,705	31,231
Secular private school	29,577	29,983	25,966	31,011	(3)
Religious private school	26,366	28,350	25,753	25,240	26,827
Assistant professor					
Public and private school	*24,346*	*24,474*	*24,049*	*24,425*	*24,563*
Public school	24,969	25,720	24,637	24,872	25,199
Secular private school	24,258	24,339	25,931	21,966	22,484
Religious private school	22,614	22,849	22,536	22,540	22,517
Instructor					
Public and private school	*21,484*	*21,030*	*21,848*	*21,187*	*22,157*
Public school	21,475	21,840	21,013	21,394	22,382
Secular private school	23,016	20,954	25,248	22,873	(3)
Religious private school	19,802	20,199	19,760	18,167	20,736

[1] Academic year salary.

[2] For states in each region, see Table 5.24.

[3] Insufficient number of cases to compute mean.

SOURCE: American Association of Colleges of Nursing, *Report on Nursing Faculty Salaries in Colleges and Universities, 1985–1986,* pp. 11–15.

Table 5.26. Median Annual Salary of Deans of Nursing Programs in AACN Member Schools, by Selected Variables, 1985-86 and 1986-87

Category	1986-87		1985-86	
	Number of schools	*Median annual salary*	*Number of schools*	*Median annual salary*
Total	*347*	*$52,000*	*340*	*$49,600*
Type of institution				
University	239	58,400	220	56,000
Four-year college	100	43,300	110	40,000
Other	8	50,400	10	54,500
Institutional control				
Public	199	57,700	182	54,800
Secular private	57	51,400	62	48,500
Religious private	91	43,300	96	40,300
Degrees offered				
Baccalaureate	176	46,800	183	45,000
Master's	6	74,700	4	71,000
Baccalaureate and master's	128	59,900	120	56,900
Master's and doctorate	1	(1)	1	(1)
Baccalaureate, master's, and doctorate	36	78,500	32	72,900
Region[2]				
North Atlantic	89	52,500	86	49,500
Midwest	96	50,600	102	48,200
South	122	52,800	116	50,000
West	40	52,000	36	51,500
Dean's highest earned degree				
D.N.S. or D.N.Sc.	20	50,200	21	47,000
Ed.D.	106	52,800	106	49,300
Ph.D.	187	53,900	170	52,700
D.P.H. or Dr.P.H.	7	48,000	6	47,100
Other doctorate	3	48,000	4	49,700
Nursing master's	21	41,700	26	43,100
Other master's	3	43,500	7	39,400

[1] Insufficient number of cases to compute median.

[2] For states in each region, see Table 5.24.

SOURCE: American Association of Colleges of Nursing, *Report on Salaries of Nursing Deans in Colleges and Universities, 1986-1987*, pp. 6-8, and previous year.

Table 5.27. Mean Annual Salary of Full-time Faculty and Administrators in Associate Degree Nursing Programs, by Rank, Highest Credential, and Region,[1] 1985–86

Rank and highest credential	*Calendar year total*[2]	*Academic year*				
		Total[2]	*North Atlantic*	*Midwest*	*South*	*West*
Chief administrative officer						
Doctorate	$39,314	$36,514	$36,213	$39,288	$34,063	$37,540
Master's in nursing	35,288	32,114	33,107	30,552	29,564	36,703
Other credential	34,546	31,445	(3)	30,538	28,539	35,194
Associate/assistant administrator						
Doctorate	41,189	27,540	(3)	(3)	(3)	(3)
Master's in nursing	31,467	27,618	31,764	22,333	24,681	33,056
Other credential	34,164	30,709	(3)	(3)	26,563	36,818
Professor						
Doctorate	33,500	37,154	43,650	(3)	33,043	35,200
Master's in nursing	24,100	32,366	33,638	35,491	29,362	32,394
Other credential	(3)	30,457	34,240	30,675	26,550	32,183
Associate professor						
Doctorate	26,780	31,513	32,129	30,560	31,567	31,540
Master's in nursing	29,035	28,268	29,292	28,505	26,164	31,190
Other credential	26,475	27,398	28,248	27,707	25,690	29,071
Assistant professor						
Doctorate	30,150	26,678	31,683	(3)	23,418	29,400
Master's in nursing	25,379	24,533	24,572	24,619	23,332	28,170
Other credential	27,467	24,105	24,033	24,775	24,500	23,975
Instructor						
Doctorate	29,360	28,087	(3)	31,486	26,969	28,011
Master's in nursing	24,759	23,821	21,480	24,318	22,465	27,904
Other credential	29,360	24,807	20,281	24,293	23,185	24,888

[1] States and territories in each region are as follows: *North Atlantic* — Connecticut, Delaware, District of Columbia, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; *Midwest* — Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; *South* — Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, Puerto Rico, South Carolina, Tennessee, Texas, Virgin Islands, Virginia, West Virginia; *West* — Alaska, American Samoa, Arizona, California, Colorado, Guam, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

[2] Totals can include cases not in regional means.

[3] Insufficient number of cases to compute mean.

SOURCE: National League for Nursing, *Nurse Faculty Socioeconomic Trends 1986*, pp. 70, 76–77.

Table 5.28. Mean Annual Salary of Full-time Faculty and Administrators in Associate Degree Nursing Programs, by Rank, Highest Credential, and Region,[1] 1983–84

Rank and highest credential	*Total*	*Region*			
		North Atlantic	*Midwest*	*South*	*West*
Chief administrative officer					
Doctorate	$34,038	$34,239	$30,573	$34,263	$38,043
Master's degree	29,652	29,238	29,971	28,736	31,904
Other credential	25,406	(2)	27,867	23,831	(2)
Professor					
Doctorate	34,115	35,172	34,377	32,590	35,260
Master's degree	29,230	31,646	30,523	25,384	28,753
Other credential	20,685	...	...	17,181	27,692
Associate professor					
Doctorate	29,509	33,867	24,622	30,037	28,027
Master's degree	25,434	26,750	25,832	24,145	25,419
Other credential	24,795	26,132	...	24,230	21,354
Assistant professor					
Doctorate	25,775	28,562	22,289	(2)	(2)
Master's degree	21,339	21,918	21,498	20,698	22,015
Other credential	20,705	23,050	21,827	19,061	18,915
Instructor					
Doctorate	25,179	(2)	27,884	23,018	27,774
Master's degree	21,510	18,996	22,334	20,469	24,867
Other credential	19,248	19,383	18,575	18,323	22,781
Other rank					
Doctorate	21,055	...	27,000	(2)	(2)
Master's degree	21,982	21,331	20,037	22,725	24,930
Other credential	17,416	16,021	16,440	17,007	23,568

[1] For states and territories in each region, see Table 5.27.

[2] Insufficient number of cases to compute mean.

SOURCE: National League for Nursing, *Nursing Data Review 1985*, pp. 135 and 140.

Table 5,29. Mean Annual Salary of Full-time Faculty and Administrators in Diploma Nursing Programs, by Rank, Highest Credential, and Region,[1] 1985-86

Rank and highest credential	*Calendar year*				*Academic year total*
	Total[2]	*Region*			
		North Atlantic	*Midwest*	*South*	
Chief administrative officer					
Doctorate	$43,287	$40,671	$46,871	(3)	(3)
Master's in nursing	40,085	39,678	42,323	$36,707	$40,790
Other credential	40,194	35,190	42,193	42,422	34,900
Associate/assistant director					
Doctorate	34,467	(3)	(3)	...	(3)
Master's in nursing	33,042	32,423	32,715	34,363	32,960
Other credential	34,172	31,738	34,604	29,950	33,400
Coordinator/department head					
Doctorate	33,290	(3)	31,971	(3)	26,640
Master's in nursing	30,511	29,333	31,489	31,125	29,463
Master's in other field	29,985	28,382	30,580	30,200	27,915
Baccalaureate in nursing	25,847	27,000	25,100	(3)	22,578
Other credential	(3)	...	(3)	...	21,017
Instructor					
Doctorate	28,886	(4)	(4)	(4)	(3)
Master's in nursing	27,844	27,238	28,595	27,945	25,965
Master's in other field	34,652	29,269	39,578	37,850	36,624
Baccalaureate in nursing	23,164	23,678	21,764	24,801	23,180
Other credential	23,104	(3)	(3)	(3)	22,948
Assistant instructor/other rank					
Master's in nursing	27,399	25,767	(3)	28,940	(3)
Master's in other field	24,729	22,588	24,640	26,650	27,400
Baccalaureate in nursing	25,989	(3)	26,300	25,640	(3)

[1] For states and territories in each region, see Table 5.27. Insufficient number of cases to calculate means for the West.

[2] Means for totals may include cases not included in listed regions.

[3] Insufficient number of cases to compute mean.

[4] Information not available.

SOURCE: National League for Nursing, *Nurse Faculty Socioeconomic Trends 1986*, pp. 70, 78-79.

Table 5.30. Mean Annual Salary of Full-time Faculty and Administrators in Diploma Nursing Programs, by Rank, Highest Credential, and Region,[1] 1983–84

		Region			
Rank and highest credential	*Total*	*North Atlantic*	*Midwest*	*South*	*West*
Chief administrative officer					
Graduate degree	$36,026	$34,798	$37,062	$35,545	$40,503
Baccalaureate	37,398	(2)	(2)	...	...
Other credential	(2)	(2)	...	...	...
Assistant/associate director					
Graduate degree	31,265	30,730	31,699	31,063	34,716
Baccalaureate	30,479	29,561	30,370	31,465	...
Other credential	...	...	...	...	...
Coordinator/department head					
Graduate degree	27,562	26,594	28,329	27,301	31,174
Baccalaureate	24,276	24,058	24,578	24,220	...
Other credential	...	...	...	...	...
Instructor					
Graduate degree	25,244	24,889	25,946	24,007	28,192
Baccalaureate	23,334	23,252	23,564	22,731	26,443
Other credential	22,915	24,168	21,527	24,230	...
Assistant instructor					
Graduate degree	21,072	19,106	25,000	21,309	23,668
Baccalaureate	22,084	21,465	22,842	21,814	22,236
Other credential	22,196	22,691	20,991	21,894	(2)
Other rank					
Graduate degree	23,649	22,370	24,672	24,423	(2)
Baccalaureate	23,131	25,213	21,619	21,616	...
Other credential	19,235	21,014	19,100	16,405	...

[1] For states and territories in each region, see Table 5.27.

[2] Insufficient number of cases to compute mean.

SOURCE: National League for Nursing, *Nursing Data Review 1985*, pp. 135 and 141.

Table 5.31. Mean Annual Salary of Full-time Faculty and Administrators in Practical and Vocational Nursing Programs, by Rank, Highest Credential, and Region,[1] 1985–86

Rank and highest credential	*Total*	*Region*			
		North Atlantic	*Midwest*	*South*	*West*
Calendar year					
Chief administrative officer					
Doctorate	$37,500	$43,329	$45,536	$41,364	$49,788
Master's in nursing	33,197	(2)	34,583	35,650	(2)
Master's in other field	33,803	33,446	33,563	33,129	36,742
Other credential	29,513	27,125	29,000	30,524	27,667
Coordinator/department head					
Doctorate	(2)	...	...	(2)	(2)
Master's in nursing	28,744	28,617	(2)	29,100	(2)
Master's in other field	29,769	28,992	29,982	30,413	30,225
Baccalaureate	25,916	27,075	25,932	24,983	26,957
Other credential	21,806	24,197	23,294	23,177	(2)
Instructor					
Doctorate	(2)	...	...	...	(2)
Master's in nursing	25,970	26,840	26,914	24,767	25,891
Master's in other field	23,531	25,823	27,746	20,373	23,244
Baccalaureate	23,195	23,180	25,252	21,853	23,976
Other credential	21,351	23,680	22,465	19,460	25,167
Academic year					
Chief administrative officer					
Doctorate	32,282	36,210	34,051	36,750	(2)
Master's in nursing	30,900	(2)	33,000	(2)	34,309
Master's in other field	30,482	(2)	(2)	(2)	(2)
Other credential	27,287	29,943	28,180	25,219	28,286
Coordinator/department head					
Doctorate	(2)	...	...	...	(2)
Master's in nursing	28,864	(2)	26,738	30,029	28,062
Master's in other field	30,308	31,500	28,133	28,030	32,280
Baccalaureate	25,048	25,040	22,213	25,860	27,690
Other credential	18,787	22,440	23,911	25,764	26,920
Instructor					
Doctorate	(2)	(2)	(2)	(2)	(2)
Master's in nursing	25,766	26,308	24,078	23,867	26,417
Master's in other field	23,946	23,649	27,567	22,957	21,236
Baccalaureate	21,768	22,535	21,945	22,054	21,150
Other credential	24,359	25,700	24,631	22,838	25,815

[1] For states and territories in each region, see Table 5.27.

[2] Insufficient number of cases to compute mean.

SOURCE: National League for Nursing, *Nursing Data Review 1986*, pp. 220–221.

Other work settings

The Bureau of Labor Statistics, a unit within the U.S. Department of Labor, annually surveys metropolitan areas under its occupational wage survey program. National and regional estimates of weekly wages of industrial registered nurses, given in Table 5.32, were derived from 70 sample areas and appropriately weighted to be representative of metropolitan areas in the United States. Although the metropolitan area surveys are made over a twelve-month period, national and regional summaries have a reference date of July. The trend data show that the weekly wages of these registered nurses increased steadily in the period 1977 to 1985. These increases were consistent across regions with the West always having the highest salaries and the Northeast the lowest.

Data on earnings for registered nurses employed full time by the federal government were reported by the Office of Pay Programs of the U.S. Office of Personnel Management. The average actual salaries for registered nurses employed by the federal government are given in Table 5.33 for 1985 and 1986. These are the actual salaries of nurses in these positions; therefore, changes in the nurses occupying each rank affect the average salaries. Not all of the average salaries in each rank increased in 1986 over 1985, although the average for all nurses increased slightly in that time period.

Average salaries for school nurses in public schools are presented in Table 5.34, by region, for three school years from 1981-82 to 1985-86. These salaries increased steadily during that period. Salaries were highest on the West Coast.

Data from salary schedules for registered nurses employed in government and military positions provide an estimate of what a nurse might expect to earn if he or she worked in these positions. The numbers do not reflect the average salaries of nurses working for any of these agencies.

The salary schedule for nurses employed by the U.S. Postal Service is given in Table 5.35. Tables 5.36 and 5.37 provide salary schedules for nurses employed by the Veterans Administration. The salary schedules for nurses on active duty in each of the three branches of the military service are given in Tables 5.38 through 5.40.

Table 5.32. Average Weekly Earnings[1] of Industrial Registered Nurses[2] in Metropolitan Areas,[3] by Region,[4] July[5] 1977–85

Year	*United States*	*Region*			
		Northeast	*South*	*Midwest*[6]	*West*
1985	$478.00	$450.00	$466.00	$500.50	$524.00
1984	457.00	427.50	445.00	476.50	502.00
1983	429.50	403.00	421.00	447.50	467.00
1982	404.50	378.00	393.00	425.50	441.50
1981	374.00	349.00	359.50	396.00	403.00
1980	341.00	318.50	323.50	360.00	370.00
1979	307.50	288.00	289.50	326.00	328.50
1978	280.50	266.00	269.00	293.00	301.00
1977	258.00	245.50	250.00	268.50	273.50

[1] Earnings are for men and women combined and relate to straight-time salaries paid for standard workweeks.

[2] Excludes supervisory nurses.

[3] 262 standard metropolitan statistical areas in the United States (excluding Alaska and Hawaii) as established by Office of Management and Budget.

[4] States in each region are as follows: *Northeast*—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; *South*—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, West Virginia; *Midwest*—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; *West*—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming.

[5] Average month of reference. Data were collected during each calendar year.

[6] The Midwest region was designated the North Central region until June 1984.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, *Occupational Earnings in All Metropolitan Areas, 1985*, and previous years.

Table 5.33. Number and Average Annual Salary of Registered Nurses Employed Full Time by the Federal Government,[1] According to the General Schedule, March 1985 and 1986

Rank	*1986*		*1985*	
	Number	*Average annual salary*	*Number*	*Average annual salary*
All nurses	*7,058*	*$25,939*	*6,908*	*$25,690*
GS-4	25	15,115	27	14,896
GS-5	88	17,473	99	16,988
GS-6	1	16,040	1	16,040
GS-7	222	19,134	261	18,891
GS-8	54	23,079	76	22,848
GS-9	4,648	24,714	4,663	24,620
GS-10	603	26,710	459	26,627
GS-11	1,096	29,584	1,030	29,590
GS-12	237	35,318	210	35,382
GS-13	62	43,202	59	43,115
GS-14	17	52,300	17	51,851
GS-15	5	62,708	5	65,669

[1] Excludes registered nurses employed by Veterans Administration hospitals.

SOURCE: U.S. Office of Personnel Management, Office of Pay Programs, 1986.

Table 5.34. Mean of Mean Salaries[1] Paid by School Systems to Public School Nurses, by Geographic Region,[2] 1981-82, 1983-84, and 1985-86 School Years

Geographic region	School year 1985-86	 1983-84	 1981-82
Total, all regions	*$21,339*	*$18,310*	*$16,704*
New England	17,634	15,386	14,076
Mideast	23,086	20,292	17,801
Southeast	16,789	13,881	12,931
Great Lakes	20,710	17,963	15,739
Plains	17,908	15,260	13,668
Southwest	20,949	17,853	15,862
Rocky Mountains	22,066	19,052	16,714
Far West	27,605	23,792	21,796

[1] Data are subject to wide sampling and response variation and should be used only as a general indicator.

[2] States in each region are as follows: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont; *Mideast*—Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania; *Southeast*—Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia; *Great Lakes*—Illinois, Indiana, Michigan, Ohio, Wisconsin; *Plains*—Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota; *Southwest*—Arizona, New Mexico, Oklahoma, Texas; *Rocky Mountains*—Colorado, Idaho, Montana, Utah, Wyoming; *Far West*—Alaska, California, Hawaii, Nevada, Oregon, Washington.

SOURCE: *Salaries Paid Professional Personnel in Public Schools, 1985-86*, Part II of National Survey of Salaries and Wages in Public Schools, Educational Research Service, Inc., 1986, p. 17 and previous years. The three-volume set for 1985-86 is available from ERS, 1800 North Kent Street, Arlington, Va. 22209, for $32 per volume.

Table 5.35. Salary Schedules for Nurses Employed by U.S. Postal Service, 1984-86

Position	Grade	Annual salary[1] July 1986	 July 1985	 July 1984
Occupational health nurse	[2]PNS-1	$23,587-27,437	$22,754-26,604	$21,843-25,693
Head occupational health nurse	[3]EAS-15	26,771-34,299	25,544-32,840	[4]24,355-31,427

[1] Nurses also earn uniform allowance of $198 in addition to basic salary.

[2] Postal Nurses' Schedule. In 1984 and 1985, salary schedules became effective the previous May; in 1986, salary schedules became effective the previous June.

[3] Executive and Administrative Salary Schedule, Grade 15. Salary schedules became effective in July.

[4] Revised.

SOURCE: U.S. Postal Service, Compensation Services Division, Office of Organizational Requirements, 1986.

Table 5.36. Salary Schedules[1] for Nurses Employed by Veterans Administration, 1985–87

Grade[3]	Annual salary[2]	
	1987	1985 and 1986
Junior	$16,521-21,480	$16,040-20,855
Associate	19,326-25,122	18,763-24,388
Full	22,458-29,199	21,804-28,347
Intermediate	27,172-35,326	26,381-34,292
Senior	32,567-42,341	31,619-41,105
Chief	38,727-50,346	37,599-48,876
Assistant director	45,763-59,488	44,430-57,759
Director	53,830-69,976	52,262-67,940

[1] Excludes certain localities where a special higher entrance rate has been established.

[2] Salary deductions are made for retirement fund, federal group life insurance (optional), and federal employees health benefits (optional).

[3] Initial appointment is usually made to one of these grades, depending on the nature and extent of one's education and professional experience. Generally the A.A., or diploma graduate, enters at the junior grade; the B.S. graduate enters at the associate, full, intermediate, or senior grade.

SOURCE: Veterans Administration, *Recruitment Bulletin*, February 1985, February 1986, and January 1987.

Table 5.37. Salary Schedules[1] for Nurse Anesthetists Employed by Veterans Administration, 1985–87

Grade	Annual salary[2]	
	1987	1985 and 1986
Full	$22,458-29,199	$21,804-28,347
Intermediate	27,172-35,326	26,381-34,292
Senior	32,567-42,341	31,619-41,105
Chief	38,727-50,346	37,599-48,876

[1] Excludes certain localities where a special higher entrance rate has been established.

[2] Salary deductions are made for retirement fund, federal group life insurance (optional), and federal employees health benefits (optional).

SOURCE: Veterans Administration, *Recruitment Bulletin*, February 1985, February 1986, and January 1987.

Table 5.38. Salary Schedules for Nurses in Navy Nurse Corps, October 1984-86

Rank	Annual salary[1]		
	1986	*1985*	*1984*
Ensign	$18,951-19,556	$18,403-22,082	$17,731-18,293
Lieutenant (j.g.)	23,234-27,702	22,550-26,888	22,048-26,220
Lieutenant	31,244-33,440	30,339-32,474	29,294-31,346
Lieutenant commander	37,404-40.622	36,316-39,440	34,672-37,678
Commander	43,100-48,018	41,845-46,622	40,115-44,708
Captain	53,048-60,918	51,504-59,14[illegible]	49,537-56,881
Rear admiral (lower half)	68,861	66,858	64,427

[1] Depends on service credit and years in service. Includes base pay, subsistence, and quarters allowance (without dependents) as authorized. Does not include variable housing allowance.

SOURCE: Navy Nurse Corps, Office of the Surgeon General, 1986.

Table 5.39. Salary Schedules for Nurses in Army Nurse Corps, March 1985 and 1986

Rank	Annual salary[1]			
	1986		*1985*	
	Excluding quarters allowance	*Including quarters allowance*[2]	*Excluding quarters allowance*	*Including quarters allowance*[2]
Second lieutenant	$16,004-19,795	$18,952-22,743	$15,537-19,220	$18,399-22,082
First lieutenant	19,795-24,745	23,233-28,183	19,217-24,026	22,554-27,364
Captain	28,204-32,888	32,474-37,158	27,381-31,936	30,719-36,079
Major	35,347-37,824	40,621-43,098	34,319-36,727	39,438-41,846
Lieutenant colonel	42,262-44,973	48,015-50,726	41,033-43,668	46,616-49,252
Colonel	50,654-54,826	56,749-60,921	49,179-53,233	55,098-59,152
Brigadier general	62,217	68,859	60,408	66,856

[1] Computed on average years of service. Includes base pay and subsistence allowance, but not variable housing allowance. Excludes additional pay for duty subject to hostile fire.

[2] Quarters allowance without dependents. Quarters allowance authorized if government quarters are unavailable.

SOURCE: Army Nurse Corps, Office of the Surgeon General, 1986.

Table 5.40. Salary Schedules for Nurses in Air Force Nurse Corps, October 1984-86

Rank	*Annual salary*[1]					
	1986		*1985*		*1984*	
	Excluding quarters allowance	*Including quarters allowance*[2]	*Excluding quarters allowance*	*Including quarters allowance*[2]	*Excluding quarters allowance*	*Including quarters allowance*[2]
Second lieutenant	$16,004	$20,003	$15,537	$19,421	$14,940	$18,570
First lieutenant	19,794	24,255	19,216	23,547	18,476	22,990
Captain	26,976	32,178	26,189	31,240	25,183	30,255
Major	33,863	40,102	32,878	38,937	31,612	37,254
Lieutenant colonel	40,037	46,863	38,872	45,500	37,376	43,701
Colonel	47,946	55,355	46,551	53,612	44,760	51,708
Brigadier general	62,217	70,385	60,404	68,334	58,080	66,021

[1] Includes base pay and subsistence allowance (at approximate year of grade attainment). Excludes additional special pay for duty subject to hostile fire and for aeromedical evacuation duties. For individuals appointed in grades higher than second lieutenant, initial salary is lower than amount reflected for that grade.

[2] Quarters allowance with dependents. Quarters allowance authorized if government quarters are unavailable.

SOURCE: Air Force Nurse Corps, Office of the Surgeon General, 1986.

Index to tables

Accreditation, schools, 3.22, 3.23
Administrators, 4.1-4.3. *See also* Educational system; Health maintenance organization; Hospital
Advanced practice, nurses in. *See also* Health maintenance organization; Hospital
  certification, 3.20
  nurse anesthetist, 3.20, 4.1-4.3, 5.5-5.7
  nurse-midwife, 3.20, 4.1-4.3, 5.21-5.23
  nurse practitioner, 3.20, 4.1-4.3, 4.17-4.19, 5.5-5.7, 5.21-5.23
Air Force
  active, 4.46
  civilians, 4.48
  reserve, 4.47
  salary schedule, 5.40
American Red Cross, 4.43-4.45
Ancillary nursing personnel. *See* Hospital; Nursing home; Unemployment rates
Army
  active, 4.46
  civilians, 4.48
  reserves, 4.47
  salary schedule, 5.39
Associate degree. *See* Educational system

Baccalaureate. *See* Educational system
Benefits. *See* Hospital; Nursing home

Certification, 3.20, 3.21
Collective bargaining, 4.29, 4.30
Commission on Graduates of Foreign Nursing Schools (CGFNS), 3.15, 3.16

Diploma. *See* Educational system
Doctorate. *See* Educational system

Earnings. *See also* Air Force; Army; Educational system; Federal agencies; Health maintenance organization; Hospital; Industrial nurse; Navy; Nursing home; School nurse; U.S. Postal Service
  employment setting, 5.1, 5.3
  highest education, 5.2
  licensed practical and vocational nurse, 5.3, 5.4
  position, 5.1-5.4
  region, by, 5.4
  registered nurse, 5.1, 5.2, 5.4

Educational system
  administrators
    highest education, 4.35-4.36
    minority, 4.37, 4.38
    type of program, 4.36, 4.37
  earnings
    administrators, 5.26-5.31
    associate degree programs, 5.27, 5.28
    baccalaureate programs, 5.24-5.26
    diploma programs, 5.29, 5.30
    faculty rank, 5.24, 5.25, 5.27-5.31
    graduate programs, 5.24-5.26
    highest education, 5.24-5.31
    practical and vocational nursing programs, 5.31
    region, by, 5.24-5.31
  faculty
    full time, 4.31, 4.33, 4.34, 4.37-4.40
    full time equivalent, 4.32
    highest education, 4.33
    male, 4.40
    minority, 4.37-4.39
    part time, 4.31, 4.33, 4.34, 4.37-4.40
    type of program, 4.31, 4.34, 4.38-4.40
    unfilled positions, 4.32
  initial registered nurse programs
    accreditation, 3.22, 3.23
    admissions, 2.7, 2.8, 2.12-2.15
    associate degree, 2.9-2.28
    baccalaureate, 2.9-2.28, 2.31
    diploma, 2.9, 2.10, 2.12-2.28
    enrollment, 2.6-2.8, 2.16-2.20
    graduate level, 2.8
    graduations, 2.7, 2.8, 2.21-2.24
    male students, 2.28
    minority students, 2.25-2.27
    part-time students, 2.31
    programs, 2.6, 2.8-2.11
    schools, 2.6, 2.10, 2.11
    state, by, 2.10, 2.11, 2.14, 2.15, 2.19 2.20, 2.23, 2.24
  licensed practical and vocational nurse programs
    administrative control, 2.43
    admissions, 2.44, 2.46
    enrollments, 2.44, 2.46
    graduations, 2.44, 2.46
    number, 2.42, 2.45
    state, by, 2.45, 2.46
  programs for registered nurses
    baccalaureate, 2.29-2.32, 2.35
    doctoral, 2.29-2.32, 2.34, 2.37
    enrollment, 2.29-2.31, 2.34-2.37
    financial aid, 2.38-2.41
    full-time students, 2.31

graduations, 2.32, 2.37
male students, 2.34
master's, 2.29-2.34, 2.36
minority students, 2.34
number, 2.36, 2.37
part-time students, 2.31
state, by, 2.35-2.37
Employment settings, 4.1, 4.2, 4.4. *See also* Individual settings
Examination results
foreign-educated, 3.13, 3.14
licensed practical and vocational nurse-NCLEX, 3.17-3.19
registered nurse
NCLEX, 3.10-3.14
CGFNS, 3.15, 3.16
state, by, 3.11-3.14, 3.18, 3.19

Faculty, nurse. *See* Educational system
Federal agencies, 4.48, 5.33. *See also* Military
Financial assistance, 2.38-2.41
Foreign-educated nurses
examination data, 3.10, 3.13-3.17
numbers, 1.10, 1.11, 3.4

General duty nurse. *See* Staff nurse
Graduate education. *See* Educational system

Head nurse. *See* Administrator
Health maintenance organization, salaries, 5.21-5.23
Hospitals
bed size, 4.7, 4.9, 4.15, 4.16
benefits, 5.12-5.14
insurance, 5.12
holidays, 5.13
vacation, 5.14
census, 4.8, 4.9, 4.12-4.16
collective bargaining, 4.29, 4.30
earnings
head nurse, 5.6, 5.7
licensed practical or vocational nurse, 5.9, 5.20
metropolitan areas, 5.5, 5.8
nurses' aides, 5.11
registered nurse, 5.5-5.7
staff nurse, 5.1, 5.6-5.8
federal, 4.12-4.14
non-federal, 4.10, 4.11
number, 4.6-4.16
personnel
ancillary, 4.26-4.28
full time, 4.17-4.28
full time equivalent, 4.6-4.14
licensed practical or vocational nurse, 4.4, 4.6-4.14, 4.23-4.25
nurse practitioners, 4.2, 4.17-4.19
part time, 4.17-4.28
ratio per average daily census, 4.8-4.14
registered nurses, 4.1, 4.2, 4.6-4.14, 4.20-4.22
region, by, 4.16-4.18, 4.21, 4.24, 4.27
state, by, 4.10, 4.11, 4.13, 4.14, 4.19, 4.22, 4.25, 4.28
type of, 4.10, 4.11, 4.15, 4.17, 4.20, 4.23, 4.26

Immigrants, 1.11
Industrial nurses
numbers, 4.1, 4.2
earnings, 5.32, 5.35

Licensed practical and vocational nurse earnings. *See* Earnings; Hospital; Nursing home
employed in nursing (supply), 1.12, 1.13
employment setting, 4.4. *See also* Hospital; Nursing home
number, 1.12, 1.13
population, 1.12, 1.13
position, 4.4
ratio per population, 1.13
state, by, 1.13
unemployment rate, 4.5
Licensure
endorsement, 3.2, 3.6
foreign-educated, 3.4
licensed practical and vocational nurses, 3.6-3.9
new licenses, 3.2, 3.6
registered nurse, 3.1-3.5
reinstatement, 3.3, 3.8
renewal, 3.3, 3.8
requirement, 3.1, 3.6
state, by, 3.1-3.9
total, 3.5, 3.9

Male nurses, 1.7, 4.40
Master's. *See* Educational system
Mental health settings, 4.42
Military, 4.46-4.48, 5.38-5.40
Minorities. *See* Registered nurse; Licensed practical and vocational nurse; Educational system

Navy
active, 4.46
civilian, 4.48
reserves, 4.47
salary schedule, 5.38
NCLEX. *See* Examination results
Nurse anesthetist, 4.1-4.3. *See* Advanced practice
Nurse-midwife. *See* Advanced practice; Health maintenance organization
Nurse practitioner. *See* Advanced practice; Health maintenance organization; Hospital
Nurses' aides. *See* Ancillary nursing personnel; Hospital; Nursing home
Nursing home
benefits
holidays, 5.20

        insurance, 5.18
        vacation, 5.19
    number, 4.41
    personnel, 4.1, 4.2, 4.4, 4.41
    earnings
        licensed practical and vocational nurses, 5.16
        nurses' aides, 5.17
        registered nurse, 5.15

Occupational health nurses. *See* Industrial nurses
Registered nurse
    earnings. *See* Earnings; Educational system; Federal agencies; Health maintenance organization; Hospital; Industrial nurses; Nursing home; School nurses
    educational status
        basic education, 2.3, 2.4
        financial resources, 2.5, 2.38-2.41
        highest education, 2.4
        prior to basic nursing education, 2.1, 2.2
    employed in nursing (supply), 1.1
        age, 1.7
        full time, 1.6, 1.8
        full time equivalents, 1.1
        highest education, 1.2, 1.3, 4.3
        marital status, 1.8
        part time, 1.6, 1.8
        racial/ethnic background, 1.7
        ratio per population, 1.1, 1.3, 1.4, 1.6
        region, by, 1.5, 1.6
        sex, 1.7
        state, by, 1.3, 1.4
    employment settings, 4.1, 4.2
        See also American Red Cross; Army; Air Force; Federal agencies; Hospital; Nursing home; Mental health settings; Navy
    not employed in nursing
        age, 1.7, 1.9
        marital status, 1.8, 1.9
        racial/ethnic background, 1.7
        region, by, 1.5
        sex, 1.7
        state, by, 1.4
        unemployment rates, 4.5
    population
        age, 1.7
        employment status, 1.7
        foreign-educated, 1.10, 1.11
        marital status, 1.8
        racial/ethnic group, 1.7
        region, by, 1.5, 1.6
        sex, 1.7
        state, by, 1.4
    position, 4.1-4.3

Salaries. *See* Earnings
School nurses, 4.1, 5.34
Schools of nursing. *See* Educational system
Staff nurse, 4.1-4.3, 4.29. *See also* Hospital; Nursing home

Unemployment rates, 4.5
U.S. Postal Service salary schedule, 5.35

Veterans Administration
    numbers, 4.48
    salary schedule, 5.36, 5.37

Wages. *See* Earnings

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